



# Help Wanted:

Findings from the 2002  
Louisiana Job Vacancy Survey



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# **Help Wanted: Findings from the 2002 Louisiana Job Vacancy Survey**

**June, 2003**



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## Mission

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The Department of Labor is a state agency utilizing state, federal, and private resources to provide the training, employment, assistance, and regulatory services necessary to increase employment and promote workplace safety and expanded employment opportunities in the state of Louisiana in a climate favorable to business, workers, and jobseekers.

## Acknowledgements

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Special thanks to all employers whose voluntary participation in the Job Vacancy Survey has made this research a success. We would also like to thank the Minnesota Department of Economic Security—particularly Rachel Hillman, Oriane Casale, and Jay Mousa—who organized and hosted a Job Vacancy Survey training in St. Paul, Minnesota in August of 2001. Special thanks also to the members of the LDOL Research & Statistics team who collected, analyzed, and summarized the information in this report.

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**M.J. "Mike" Foster, Jr.**  
**Governor**

**Dawn Romero Watson**  
**Secretary**

**OFFICE OF THE SECRETARY**

Dear Reader:

The Louisiana Department of Labor (LDOL) is very pleased to offer its new report, *Help Wanted: Findings from the 2002 Louisiana Job Vacancy Survey*. This project was funded by a grant from the U.S. Department of Labor (USDOL), and has been a cooperative effort between the USDOL and LDOL.

We hope that the information in this report will be useful to a variety of audiences, including policymakers, research analysts, job seekers, employers, and the general public. The findings are important, not only because they offer a general profile of job vacancies around the state, but also because they identify *specific* occupations and regions that are most in need of workers. Ultimately, we hope this information can be used to improve the match between labor supply and demand here in Louisiana.

This study would not have been possible were it not for the thousands of Louisiana employers who voluntarily participated in the 2002 Job Vacancy Survey. We gratefully acknowledge their cooperation. Should you have any questions or comments about this report, please contact us at (225) 342-3141 or toll-free at (888) 302-7662.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dawn R. Watson', written in a cursive style.

Dawn Romero Watson  
Secretary of Labor

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# Executive Summary

Job vacancy information is valuable to job seekers, employers, analysts and policy makers alike. Where are the job vacancies in Louisiana? Which occupations have the highest demand for workers? What do Louisiana job vacancies pay, and how much education and experience do they require? Which occupations are likely to be experiencing worker shortages in Louisiana? The executive summary below provides answers to these questions by highlighting the major findings in this report.

- **There were an estimated 75,290 job vacancies in the state of Louisiana.** Approximately 40 percent of these vacancies were in New Orleans, 11.3 percent were in Shreveport, 10.4 percent were in Baton Rouge, 6.3 percent were in Lafayette, and the remaining 32 percent were in the Balance of State.
- **The top five most frequently reported vacancies included both high and low paying occupations.** They were: Cashiers (9,662 estimated vacancies); Registered Nurses (4,163); Licensed Practical & Vocational Nurses (3,318); Supervisors & Managers of Food Preparation & Serving Workers (3,243); and Combined Food Preparation & Serving Workers, Including Fast Food (3,070).
- **The majority of vacancies paid relatively low wages.** The median hourly wage offered by employers across all vacancies was \$7.00 statewide. New Orleans vacancies paid the most (the median hourly wage across all openings was \$9.00) and Shreveport vacancies paid the least (the median wage across all openings was \$5.40 per hour).
- **Educational requirements among Louisiana vacancies were relatively low.** While most vacancies (62 percent statewide) required at least some previous work experience, just 30 percent of vacancies required more than a high school diploma. Educational requirements were highest in Lafayette, where about 38 percent of all vacancies required education beyond high school, and lowest in Shreveport, where just 12 percent required training past high school.
- **Wages also varied widely across occupational groups.** The lowest paying vacancies statewide were in Food Preparation & Serving occupations (paying median wages of \$5.40 per hour) while the highest paying vacancies were in Healthcare Practitioner & Technical occupations (paying median wages of \$20.00 per hour).
- **Statewide, the overall vacancy rate across occupations was 4.5 percent.** This compared to 5.4 percent in New Orleans, 2.9 percent in Baton Rouge, 3.3 percent in Lafayette, and 5.5 percent in Shreveport.
- **Healthcare Practitioner & Technical occupations showed the clearest evidence of labor shortages, both statewide and in various regions of the state.** Turnover adjusted demand was higher than average for this occupational group in the state as a whole, as well as three areas within the state: New Orleans, Baton Rouge and Lafayette.



# Introduction

Job vacancy information is not just for job seekers anymore. In recent years, an increasing number of states have begun conducting job vacancy surveys; millions of dollars have been poured into the production of job vacancy statistics; and in 2001, an interstate Job Vacancy Survey Workgroup formed to coordinate efforts among states who conduct vacancy surveys.

Why are job vacancy data so valuable? There are two reasons. First, carefully collected vacancy information provides a unique snapshot of the conditions in a given regional or occupational labor market. Job vacancy data can answer a number of questions: What regions (or occupations) have the greatest number of vacancies? Are these vacancies more often part-time or full-time? Temporary or permanent? How much education or experience do they require? And how much, on average, do they pay? Taken together, the answers to these questions provide important insight into what is going on economically in a particular area or occupational group.

Secondly, job vacancy data provide the best—perhaps the *only*—direct indicator of a **labor shortage** in a particular region or occupation. Labor shortages can seriously impede economic growth and development; if labor is scarce, new firms cannot open and existing firms cannot expand. Moreover, labor shortages are troublesome because they indicate a general mismatch between worker supply and demand. Thus, policymakers are often interested in identifying and correcting labor shortages. Until recently, economists used indirect measures, such as wage or unemployment time series, to identify the existence of a labor shortage. These measures, while somewhat good indicators of increasing labor **demand**, are less helpful in identifying labor **shortages** (which are discrepancies between demand and supply). Reported open-for-hire vacancies, however, provide the most direct evidence of a labor shortage.

This report summarizes the results from the 2002 Louisiana Job Vacancy Survey. The survey, conducted during the late spring and early summer of 2002, was funded by the U.S. Department of Labor and conducted by the Louisiana Department of Labor's Research and Statistics Division. Nearly 4,000 Louisiana establishments (49.1 percent of those sampled) participated in the survey. Because a representative sample of establishments was selected from the Baton Rouge, New Orleans, Lafayette and Shreveport metropolitan statistical areas (MSAs), results are available for those regions and for the state as a whole. The report is divided into six sections; each section highlights results for a different area of the state (statewide, New Orleans, Baton Rouge, Lafayette, Shreveport, and the Balance of State, which includes all other metropolitan and rural areas).

## ***This report contains something for nearly everyone:***

- **Job seekers** can use the results to find out which occupations (or regions) have the highest demand for workers.
- **Employers** can use the information to gauge the existence of labor shortages and to plan human resource strategies.
- **Policy analysts and policymakers** can use the information to determine where there are discrepancies between labor supply and demand, and to begin to consider how to address such issues of labor mismatch.
- **Workforce development professionals** can use the information to determine where and how training dollars would be most usefully spent.

In addition to this comprehensive report, LDOL offers a set of five regional brochures which highlight the major results from each region (statewide, New Orleans, Baton Rouge, Lafayette, and Shreveport). Those may be obtained by calling (225) 342-3141 or toll-free at (888) 302-7662. You may also download any job vacancy survey product from our Web site:

[www.LAWORKS.net/qm\\_vacancyfaq.asp](http://www.LAWORKS.net/qm_vacancyfaq.asp)



# What are Labor Shortage Indicators?

Knowing where vacancies are is just half the picture; the other half is understanding something about the balance between workforce supply and demand. The number of job vacancies in an occupation or industry, alone, is not a good indicator of workforce shortages. A large number of openings in an occupation could indicate a shortage, but could also simply reflect high turnover levels in that occupation. This report uses four measures to indicate the existence of workforce shortages: **job vacancy rates**, **turnover adjusted demand**, the **length of time positions remain open** in an occupation, and employers' **reports of difficulties** filling positions.

## *Job Vacancy Rates*

Unlike raw *counts* of vacancies, job vacancy *rates* allow for comparisons of vacancies across occupations or areas. Vacancy rates are computed as the number of vacancies in an occupation (or industry) divided by the total employment in that occupation (or industry). A vacancy rate of ten percent means that for every 100 jobs, ten were vacant at the time of the survey. All else equal, a higher vacancy rate would be consistent with a shortage in the occupation. However, high vacancy rates alone are not sufficient to indicate the existence of a shortage. A high vacancy rate could simply reflect that there is high turnover in an occupation.

## *Turnover Adjusted Demand*

Occupations with high levels of turnover—food service or retail sales, for example—will likely have the highest vacancy rates, **whether or not a shortage exists**. This is because, quite simply, where there is high turnover, there is also likely to be a high number of vacancies (and thus, a higher vacancy rate) at any given time. **Turnover adjusted demand** is an indicator that reveals which occupations have the highest demand for workers once turnover levels have been factored out. The simplest way to think of turnover adjusted demand is that it indicates **what demand would look like if there were no turnover**. This measure, constructed by the Minnesota Department of Economic Security, is computed as follows:

(Job vacancy rate in the occupation/Job vacancy rate in all occupations)

divided by

(Turnover rate in the occupation/Turnover rate in all occupations)

Job vacancy rates are calculated as discussed above, and national turnover rates were provided by the Minnesota Department of Economic Security. They were calculated using the Current Population Survey (CPS) Job Tenure Supplement microdata.

Although the turnover adjusted demand measure requires certain assumptions which may not hold in all circumstances, this measure is the best available for our purposes.

## *Length of Time Positions Are Open*

All else equal, the longer a position remains open, the more likely it is that a shortage exists. While one would expect to see certain occupational differences in the amount of time it takes to fill a position (higher-skilled positions, for example, have a more time-consuming screening process), vacancies that go unfilled for very long periods of time—in combination with the other measures mentioned—can be a reflection of a shortage.

<sup>1</sup> It is important to be aware that while vacancy estimates come from the 2002 Job Vacancy Survey, occupational employment estimates come from a different source: the 2001 Occupational Employment Statistics survey (also conducted by the Louisiana Department of Labor). Given that there is sampling error associated with both sets of survey estimates, and given that these two surveys were conducted at different points in time, job vacancy rates are best regarded as imperfect estimates, not exact percentages.

In the 2002 Job Vacancy Survey, employers were asked how long each vacancy they reported had remained vacant. Analysts converted those reported vacancy lengths into days (e.g., one month = 30 days). For each major occupational group, the median number of days vacancies remained open was then calculated.

### ***Employers' Reports of Difficulties Filling Positions***

Finally, it is enlightening to hear what employers themselves have to say about problems they have encountered while trying to fill vacancies. For each opening the employer reported, s/he was asked, "what is the greatest difficulty you have had in filling this position, if any?" The responses to this question shed light on whether employers had problems locating workers, and what the nature of such problems might be. While confidentiality concerns precluded publishing employers' verbatim responses, LDOL analysts reviewed all responses and grouped similar responses together, then re-worded the similar responses into one representative sentence or phrase. Appendix A contains the results by occupational group. It was not possible to summarize these responses by region as well as occupational group; thus, *the results in Appendix A apply only to Louisiana as a whole.*

### ***How to Use Labor Shortage Indicators***

Identifying shortages is more art than science, and while the four indicators discussed above are strong measures, it is difficult to know with certainty whether a shortage really exists. To draw the most accurate conclusions from these indicators, follow the guidelines below:

- **Use the shortage indicators together.** A high vacancy rate alone, for example, is not necessarily indicative of a shortage. A high vacancy rate, in conjunction with a high turnover adjusted demand level and a long period of time vacancies remained open, is much stronger evidence of a shortage.
- **Compare shortage indicators in one occupation to those in another, or to the average across all occupations.** For example, the average turnover adjusted demand across all occupations in each area is normalized to 1. Turnover adjusted demand levels above 1 provide some evidence of a shortage, while those below 1 do not.

<sup>2</sup> As it is computed, the turnover adjusted demand measure assumes that occupational turnover rates do not vary across geographic regions—an assumption that is reasonable, but difficult to test. The measure is also potentially problematic in that the CPS uses a different occupational coding scheme than the Vacancy Survey; thus there may be some unquantifiable amount of error when applying CPS occupational turnover rates to Vacancy Survey occupational groupings. Although the turnover adjusted demand measure is not perfect, it is the best measure currently available which can provide insight on demand for labor over and above that due to turnover alone.

# Chapter 1: Statewide Findings

## Section I:

### A Snapshot of the Job Vacancies in Louisiana

#### Vacancies by Industry Group

- There were an estimated 75,290 job vacancies in Louisiana, for an overall vacancy rate of 4.3 percent. (That is, for every 100 jobs, an estimated 4.3 were vacant at the time of the survey.) The overall median wage offered by employers was \$7.00 per hour.
- Nearly two-thirds of these openings were concentrated in three industry groups: Trade, Transportation & Utilities (with over 18,000 vacancies); Leisure & Hospitality (with over 17,000 vacancies); and Professional & Business Services (with over 14,000 vacancies).
- The Leisure & Hospitality industry had the highest vacancy rate; for every 100 jobs, 8.5 were vacant. A small industry—Information—had the second highest vacancy rate at 8.4 percent.

**Table 1.1: Louisiana Job Vacancies by Industry Group**

Industry	Estimated Number of Vacancies	Estimated Industry Employment	Estimated Vacancy Rate	Estimated Median Hourly Wage Offered
Trade, Transportation & Utilities	18,152	396,142	4.6%	\$6.00
Leisure & Hospitality	17,045	199,767	8.5%	\$5.40
Professional & Business Services	14,090	187,449	7.5%	\$14.00
Education & Health Services	8,573	424,893	2.0%	\$10.00
Construction	4,643	127,413	3.6%	\$10.00
Manufacturing	4,300	160,415	2.7%	\$10.75
Financial Activities	3,399	97,345	3.5%	\$9.40
Information	2,715	32,368	8.4%	\$7.50
Other Services	1,624	51,672	3.1%	\$8.00
Natural Resources & Mining	749	57,544	1.3%	\$10.00
<b>Total, All Industries</b>	<b>75,290</b>	<b>1,735,008</b>	<b>4.3%</b>	<b>\$7.00</b>

## Vacancies by Occupational Group

- Of the more than 75,000 job vacancies in Louisiana, most were full-time and permanent. Most vacancies required no more than a high school diploma, but nearly two-thirds required some previous work experience.
- Over one-third of all vacancies were concentrated in two occupational groups: Sales & Related and Food Preparation & Serving Related. Since these groups—which include retail salespersons, wait staff and fast food workers—have high turnover levels, it is not surprising that they would have the largest number of openings.
- The Healthcare Practitioner & Technical group accounted for nearly 10,000 openings, or about 12 percent of all vacancies statewide. This group includes professional health care workers such as doctors, nurses, therapists and technologists. Registered Nurse vacancies (not shown in Table 1.2) comprised nearly half of the openings in this group.
- So-called “blue collar” occupational groups also made up a large share of the vacancies statewide. Construction & Extraction, Transportation & Material Moving, and Installation, Maintenance & Repair and Production occupations together accounted for just under 20,000 of the 75,000 vacancies.
- At the other end of the spectrum were Farming, Fishing & Forestry occupations, Life, Physical & Social Science occupations, and Computer & Mathematical Science occupations, each of which had under 300 openings.

**Table 1.2: Louisiana Job Vacancies by Occupational Group**

Major Occupational Group	Number of Openings	Estimated Employment In Occupational Group	Percent Part-Time	Percent Temporary (Including Seasonal)	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage*
Sales & Related	14,727	189,201	17.9%	1.7%	4.3%	35.9%	\$5.50
Food Preparation & Serving Related	12,489	160,515	26.1%	4.3%	3.5%	33.8%	\$5.40
Healthcare Practitioner & Technical	9,159	91,396	7.7%	0.4%	97.0%	79.4%	\$20.00
Production	5,316	128,151	1.5%	3.0%	15.3%	86.6%	\$12.65
Office & Administrative Support	5,103	264,132	32.0%	10.5%	18.3%	78.3%	\$7.50
Construction & Extraction	5,008	120,693	0.0%	5.3%	14.4%	81.4%	\$10.00
Transportation & Material Moving	4,951	144,726	13.7%	8.8%	15.4%	59.6%	\$7.00
Installation, Maintenance & Repair	4,043	82,169	2.5%	3.2%	37.8%	89.6%	\$9.62
Personal Care & Service	2,911	36,515	43.5%	19.6%	12.3%	54.6%	\$6.00
Building & Grounds Cleaning & Maintenance	2,230	58,806	48.8%	35.9%	1.1%	50.2%	\$6.00
Healthcare Support	2,177	47,360	16.5%	1.9%	52.0%	43.6%	\$6.00
Management	2,022	112,642	0.1%	0.0%	96.1%	94.8%	\$19.23
Education, Training & Library	1,530	105,445	12.4%	0.0%	91.0%	97.6%	\$9.62
Community & Social Services	756	15,082	4.9%	4.4%	59.7%	89.7%	\$9.62
Protective Services	580	22,332	34.8%	16.7%	16.7%	68.4%	\$6.00
Business & Financial Operations	557	36,600	5.6%	0.0%	75.4%	80.6%	\$14.42
Arts, Design, Entertainment, Sports & Media	530	14,725	18.7%	0.0%	73.2%	100.0%	\$9.50
Architecture & Engineering	427	27,632	0.7%	2.1%	97.0%	96.0%	\$19.23
Computer & Mathematical Science	201	13,691	0.0%	0.0%	70.1%	69.7%	\$13.50
Legal	175	7,770	0.0%	0.0%	100.0%	100.0%	\$19.23
Life, Physical & Social Science	82	8,680	2.4%	0.0%	76.8%	100.0%	\$11.00
Farming, Fishing & Forestry	16	4,878	0.0%	0.0%	87.5%	100.0%	\$8.50
Other (Non-Classifiable Occupations)	300	NA	9.3%	7.3%	53.7%	66.0%	\$14.00
<b>Total, All Occupations</b>	<b>75,290</b>	<b>1,693,118</b>	<b>16.5%</b>	<b>5.2%</b>	<b>29.1%</b>	<b>61.3%</b>	<b>\$7.00</b>

\*The “median wage” in an occupation means that half of all workers in the occupation earn more and half of all workers in the occupation earn less than this wage. The median is conceptually similar to the average, or mean. The median is a better measure of central tendency than the mean for wages, however, because the mean is sensitive to extreme values (e.g., a single vacancy paying much more than other vacancies in the same occupation).

### What is the Difference Between an *Industry* and an *Occupation*?

An industry is a group of businesses, categorized according to the goods and services they provide. An occupation is a group of workers, categorized according to the skills they have and what they do on the job. For example, *health care* is an industry that includes many occupations—doctors, nurses, administrators, and housekeepers, to name a few. But *housekeeper* is an occupation that can be found in almost every industry. Each industry contains a variety of occupations, and many occupations—such as secretaries, computer support professionals, and database analysts—can be found in every industry.

### Which Jobs Have the Most Vacancies?

- Cashier was the single most frequently reported job vacancy, with nearly 10,000 openings statewide. Indeed, cashier openings accounted for nearly 13 percent of all vacancies in Louisiana.
- Nursing occupations, including Registered Nurses and Licensed Practical & Vocational Nurses, were also commonly reported. Together, these two occupations made up 7,481, or nearly 10 percent of all vacancies.
- Food service workers and supervisors/managers of food service workers also made up a large share of the reported vacancies: there were over 3,000 vacancies in each of these two occupations.

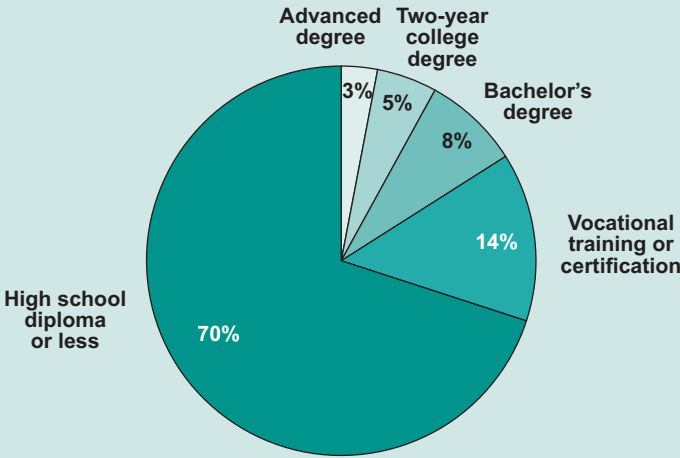
**Table 1.3: Louisiana’s Top Five Jobs with the Most Vacancies**

Occupation	Number of Vacancies
Cashiers	9,662
Registered Nurses	4,163
Licensed Practical & Vocational Nurses	3,318
Supervisors & Managers of Food Preparation & Serving Workers	3,243
Combined Food Preparation & Serving Workers, Including Fast Food	3,070

### How Much Education Do Louisiana Job Vacancies Require?

- In Louisiana, just under one-third of all job vacancies required education beyond a high school diploma.
- An estimated 12 percent of Louisiana’s vacancies required a four-year college degree or higher. Of these, eight percent required a bachelor’s degree, while just three percent required an advanced degree.

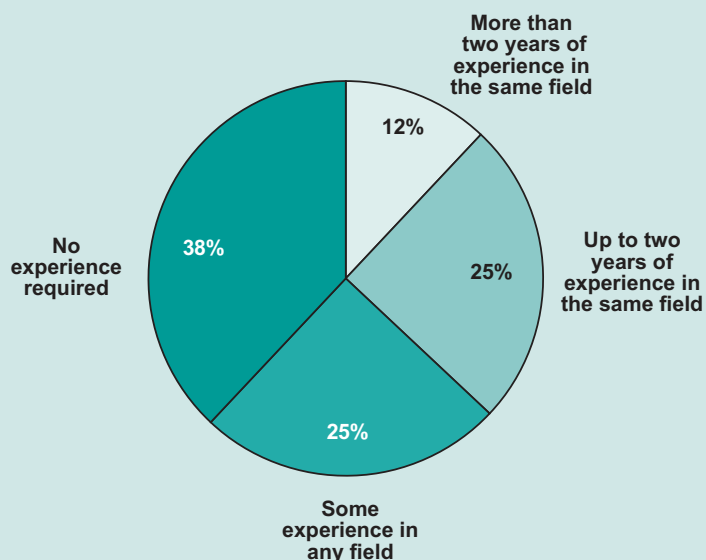
**Figure 1.1: Educational Requirements of Louisiana Job Vacancies**



## How Much Experience Do Louisiana Job Vacancies Require?

- Overall, Louisiana employers are seeking experienced workers. Just over 60 percent of all reported vacancies required at least some previous experience. Of these, 25 percent required some experience in any field; another 25 percent required up to two years of experience in the same field; and 12 percent required over two years of experience in the same field.

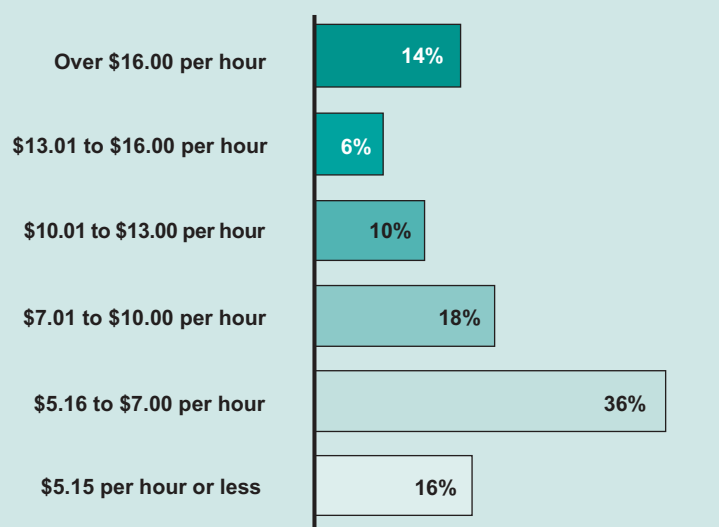
**Figure 1.2: Experience Requirements of Louisiana Job Vacancies**



## How Much Do Louisiana Job Vacancies Pay?

- For a little over half of all job vacancies in Louisiana, employers offered wages of \$7.00 or less. The largest group of vacancies offered wages of between \$5.16 and \$7.00 per hour. At the other end of the spectrum, approximately 14 percent of all vacancies offered wages of more than \$16.00 per hour.

**Figure 1.3: Wage Levels of Louisiana Job Vacancies**



## Why do Most Vacancies Require a High School Diploma or Less?

The picture painted by these figures may look grim, but there is a good reason why most vacancies require little education. Simply put, occupations that require less education tend to have more turnover, all else equal. The Bureau of Labor Statistics estimated, for example, that median years of job tenure for professional and managerial workers was 4.8 in 2002. In contrast, sales workers (such as retail sales clerks) stayed a median 2.7 years at a job and service workers (such as food service employees) stayed a median 2.4 years. And since retail sales clerks, food service workers, and other such jobs have high turnover, it stands to reason that these occupations, which require little formal education, will have many vacancies at any given point in time. To get a sense of the demand for workers over and above turnover levels, see the turnover adjusted demand measure in the next section.

## Section II:

### Indicators of Labor Shortages in Louisiana

#### Where are the Labor Shortages in Louisiana?

- Overall, the occupational vacancy rate in Louisiana was 4.5 percent. (The occupational vacancy rate may differ from the industrial vacancy rate in Table 1.1 because employment estimates, which come from two different data sources, differ slightly.) The median number of days positions stayed open was 30. Overall turnover adjusted demand (TAD) is 1, so TAD levels above 1 indicate an above average demand for workers that is not due to turnover.
- Considering all the labor shortage indicators together, Healthcare Practitioner & Technical occupations appeared likely to be experiencing worker shortages. With nearly 10,000 vacancies, a 10 percent vacancy rate statewide, a turnover adjusted demand well above average, and positions staying open for a median 180 days, this occupational group—more than any other—appeared to have a high demand for workers.
- Conversely, another occupation with many openings—Food Preparation & Serving Related—did not appear to have shortages. Although the vacancy rate was higher than average, turnover adjusted demand was low, and positions in this occupational group were filled relatively quickly.

**Table 1.4: Indicators of Labor Shortages by Occupational Group in Louisiana**

Major Occupational Group	Number of Vacancies	Vacancy Rate	Turnover Adjusted Demand	Median Number of Days Position Was Vacant
Sales & Related	14,727	7.8%	1.34	30
Food Preparation & Serving Related	12,489	7.8%	0.78	14
Healthcare Practitioner & Technical	9,159	10.0%	3.5	180
Production	5,316	4.2%	1.12	60
Office & Administrative Support	5,103	1.9%	0.41	14
Construction & Extraction	5,008	4.2%	0.76	60
Transportation & Material Moving	4,951	3.4%	0.57	60
Installation, Maintenance & Repair	4,043	4.9%	1.51	60
Personal Care & Service	2,911	8.0%	1.04	21
Building & Grounds Cleaning & Maintenance	2,230	3.8%	0.71	7
Healthcare Support	2,177	4.6%	0.83	35
Management	2,022	1.8%	0.77	21
Education, Training & Library	1,530	1.5%	0.43	0
Community & Social Services	756	5.0%	1.7	30
Protective Services	580	2.6%	0.82	21
Business & Financial Operations	557	1.5%	0.39	60
Arts, Design, Entertainment, Sports & Media	530	3.6%	0.75	300
Architecture & Engineering	427	1.6%	0.58	60
Computer & Mathematical Science	201	1.5%	0.36	4
Legal	175	2.3%	0.59	45
Life, Physical & Social Science	82	0.9%	0.27	7
Farming, Fishing & Forestry	16	0.3%	0.07	360
Other (Non-Classifiable Occupations)	300	NA	NA	60
<b>Total, All Occupations</b>	<b>75,290</b>	<b>4.5%</b>	<b>1</b>	<b>30</b>

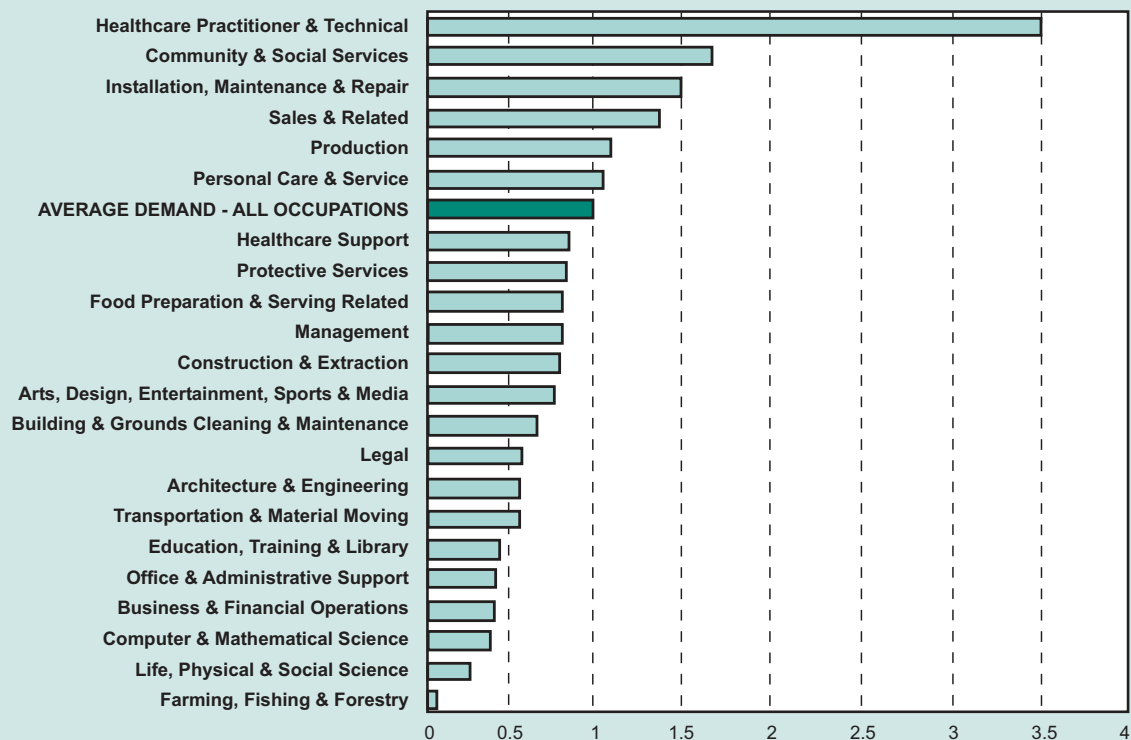




### Turnover Adjusted Demand in Louisiana

- Turnover adjusted demand was highest in the Healthcare Practitioner & Technical occupations—substantially higher than all other occupational groups. At a distant second were Community & Social Service occupations.
- In spite of the large number of openings (12,489), turnover adjusted demand in Food Preparation & Serving Related occupations was lower than average, suggesting that most of the demand for workers in these occupations was due not to labor shortages, but rather to the high level of turnover in food service occupations.
- Most professional or “white collar” occupations, such as Architecture & Engineering, Legal, and Life, Physical & Social Science occupations, had lower than average turnover adjusted demand.

**Figure 1.4: Turnover Adjusted Demand in Occupational Groups in Louisiana**



# Chapter 2: New Orleans Findings

## Section I:

### *A Snapshot of the Job Vacancies in New Orleans*

#### ***Vacancies by Industry Group***

- New Orleans posted an estimated 30,124 vacancies, accounting for about 40 percent of all openings in Louisiana. The overall vacancy rate was 5.3 percent, slightly higher than the statewide rate of 4.3 percent. In general, New Orleans vacancies paid more than those in the rest of the state: overall median wages were estimated at \$9.00 per hour, compared to the \$7.00 per hour median wages offered statewide.
- Professional & Business Services, which comprised approximately 31 percent of all vacancies in New Orleans, had both the most vacancies and the highest vacancy rate. This industrial group also boasted the highest wages; employers in this industry offered median starting wages of \$20.00.
- New Orleans' strong Leisure & Hospitality industry accounted for just over 14 percent of all vacancies in this area, but was also one of the lowest paying industries in the area.

**Table 2.1: New Orleans Job Vacancies by Industry Group**

Industry	Estimated Number of Vacancies	Estimated Industry Employment	Estimated Vacancy Rate	Estimated Median Hourly Wage Offered
Professional & Business Services	9,409	75,479	12.5%	\$20.00
Trade, Transportation & Utilities	7,710	130,171	5.9%	\$6.00
Leisure & Hospitality	4,307	81,753	5.3%	\$6.00
Education & Health Services	2,840	131,676	2.2%	\$13.01
Financial Activities	1,817	34,144	5.3%	\$9.40
Construction	1,609	31,301	5.1%	\$10.00
Information	1,168	10,733	10.9%	\$9.50
Manufacturing	786	42,290	1.9%	\$12.50
Other Services	408	17,996	2.3%	NA
Natural Resources & Mining	70	10,351	0.7%	NA
<b>Total, All Industries</b>	<b>30,124</b>	<b>565,894</b>	<b>5.3%</b>	<b>\$9.00</b>

## Vacancies by Occupational Group

- Overall, most New Orleans vacancies were for full-time, permanent workers. Most vacancies (72.5 percent) required at least some previous work experience, while fewer than half (36.1 percent) required education beyond a high school degree.
- Nearly 43 percent of all New Orleans vacancies were concentrated in two major occupational groups: Healthcare Practitioner & Technical and Sales & Related. On the other hand, several professional occupations, including Architecture & Engineering, Legal, Computer & Mathematical Science, and Life, Physical & Social Science occupations, posted small numbers of openings.
- New Orleans is clearly in need of health care professionals. Healthcare Professional & Technical vacancies comprised nearly one quarter—22 percent—of all vacancies in the New Orleans region. Most of these vacancies were for full-time, permanent workers, and most required work experience and education beyond a high school degree. With median wages at over \$20.00 per hour, these vacancies were among the highest paying in the region.

**Table 2.2: New Orleans Job Vacancies by Occupational Group**

Major Occupational Group	Number of Openings	Estimated Employment In Occupational Group	Percent Part-Time	Percent Temporary (Including Seasonal)	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage
Healthcare Practitioner & Technical	6,535	29,976	3.3%	0.0%	97.7%	92.8%	\$20.74
Sales & Related	6,406	61,802	13.5%	0.0%	4.5%	47.2%	\$6.00
Food Preparation & Serving Related	2,518	61,008	39.0%	11.4%	7.6%	58.3%	\$6.00
Office & Administrative Support	2,476	92,942	28.2%	1.1%	22.6%	77.1%	\$7.50
Production	2,147	35,741	0.0%	1.0%	15.1%	95.2%	\$12.65
Installation, Maintenance & Repair	1,638	23,844	2.0%	3.5%	49.1%	80.5%	\$10.00
Personal Care & Service	1,561	12,256	38.1%	36.3%	9.7%	58.2%	\$7.00
Construction & Extraction	1,539	32,876	0.0%	4.3%	7.4%	79.8%	\$10.00
Transportation & Material Moving	1,527	44,810	15.7%	25.9%	6.9%	59.3%	\$7.00
Building & Grounds Cleaning & Maintenance	821	21,965	16.4%	8.8%	1.2%	78.1%	\$6.50
Healthcare Support	656	13,342	28.5%	0.0%	61.1%	38.7%	\$6.50
Management	524	39,343	0.0%	0.0%	90.5%	99.6%	\$19.23
Community & Social Services	371	5,917	6.7%	8.9%	50.1%	82.5%	\$9.44
Art, Design, Entertainment, Sports & Media	284	6,578	13.0%	0.0%	85.6%	100.0%	\$9.50
Protective Services	233	11,576	3.9%	1.3%	1.3%	76.0%	\$6.00
Education, Training & Library	178	30,226	75.3%	0.0%	22.5%	79.2%	\$9.62
Business & Financial Operations	170	13,048	0.0%	0.0%	85.3%	98.8%	\$14.83
Architecture & Engineering	156	10,094	1.9%	3.2%	100.0%	96.8%	\$19.23
Legal	138	3,049	0.0%	0.0%	100.0%	100.0%	\$31.25
Computer & Mathematical Science	NA	6,232	NA	NA	NA	NA	NA
Life, Physical & Social Science	NA	3,231	NA	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	226	NA	1.8%	0.0%	65.5%	65.5%	\$24.04
<b>Total, All Occupations</b>	<b>30,124</b>	<b>560,069</b>	<b>13.8%</b>	<b>5.1%</b>	<b>36.1%</b>	<b>72.5%</b>	<b>\$9.00</b>

## Registered Nurses in Short Supply—in the Nation, Louisiana, and New Orleans

According to a 2000 article in the *Journal of the American Medical Association*, the shortage of Registered Nurses which began in the 1990s will not abate any time soon. It is projected that by the year 2020, the U.S. will have 20 percent fewer RNs than it needs. The existing shortage will only be exacerbated by the aging baby boomer cohort, who will require increased medical care in coming decades.

Because of its unique industrial makeup, Louisiana often beats to the tune of a different economic drum than the rest of the country—but not when it comes to the RN shortage. There were more than 4,000 openings for RNs statewide, with about three-fourths of these in New Orleans. The statewide vacancy rate for RNs was 12.7 percent, and was a staggering 29.6 percent in New Orleans. This is in spite of the fact that RNs are among the highest paid health care workers in the state: median wages for RNs are estimated at \$19.57 per hour statewide. The bad news? Louisiana RNs can expect to earn nearly \$3.00 less per hour than RNs elsewhere in the country; the national pay rate for RNs is estimated at \$22.44 per hour. So Louisiana may be hard pressed to compete nationally for this valuable supply of workers.

## Which Jobs Have the Most Vacancies?

- In general, the “top five” list in New Orleans resembles the “top five” list statewide: Cashiers, Registered Nurses, and Licensed Practical & Vocational Nurses topped both lists. These top five jobs made up nearly 40 percent of all vacancies in the New Orleans region.
- Registered Nurses and Licensed Practical & Vocational Nurses together comprised nearly 19 percent of all job vacancies in New Orleans. That is, nearly one in five New Orleans job openings was for either an RN or an LPN.

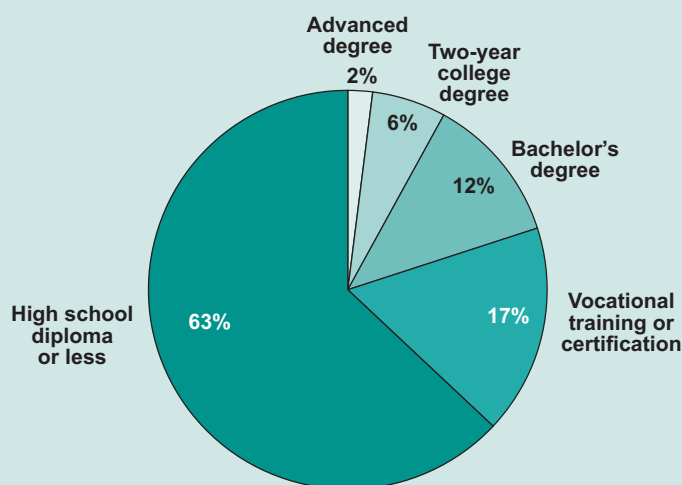
**Table 2.3: New Orleans' Top Five Jobs with the Most Vacancies**

Occupation	Number of Vacancies
Cashiers	4,062
Registered Nurses	3,101
Licensed Practical & Vocational Nurses	2,508
Packaging & Filling Machine Operators & Tender Supervisors & Managers of Retail Sales Workers	1,282
	863

## How Much Education Do New Orleans Job Vacancies Require?

- New Orleans had more openings for educated workers than other areas of the state. Statewide, just 30 percent of vacancies required education beyond a high school degree, compared to approximately 37 percent in the New Orleans region.
- Of those vacancies that required more than a high school diploma, approximately 17 percent required vocational training or certification, 12 percent required a bachelor's degree, six percent required a two-year college degree, and just two percent required an advanced degree.

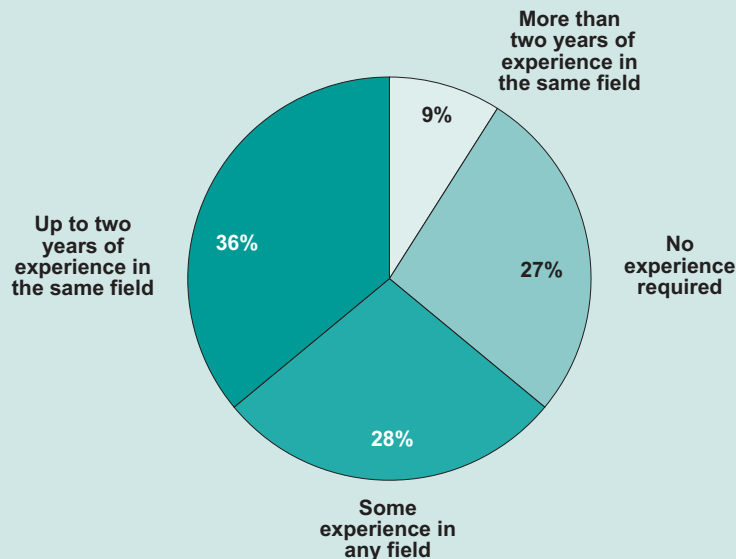
**Figure 2.1: Educational Requirements of New Orleans Job Vacancies**



## How Much Experience Do New Orleans Job Vacancies Require?

- Experience is important in the New Orleans labor market. Nearly three-fourths—73 percent—of all vacancies required at least some previous work experience, compared to just 62 percent statewide.
- Just over one-fourth of all New Orleans vacancies required some experience in any field, while over one-third required up to two years of experience in the same field and nine percent required over two years of experience in the same field.

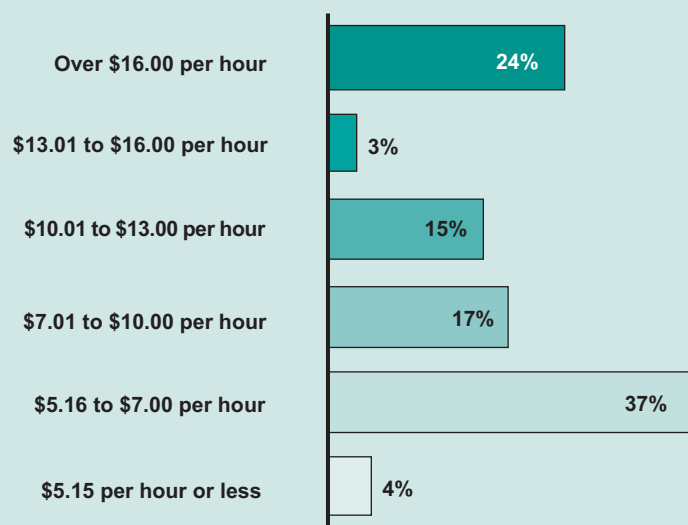
**Figure 2.2: Experience Requirements of New Orleans Job Vacancies**



## How Much Do New Orleans Job Vacancies Pay?

- In general, New Orleans vacancies paid higher than vacancies elsewhere in Louisiana. Just 41 percent of New Orleans openings paid wages of \$7.00 an hour or less, compared to 52 percent statewide. Additionally, nearly one quarter of all New Orleans vacancies offered wages of more than \$16.00 per hour, compared to just 14 percent in Louisiana as a whole.

**Figure 2.3: Wage Levels of New Orleans Job Vacancies**



## Why do New Orleans Job Vacancies Pay More than Vacancies Elsewhere in Louisiana?

An estimated 24 percent—nearly one in four openings—in New Orleans paid median wages over \$16.00 per hour. Why are so many New Orleans vacancies concentrated in this high wage category? There are two reasons. First, compared to the state as a whole, a larger share of New Orleans vacancies were in the high paying health care occupations (22 percent of New Orleans vacancies were in Health Care Professional & Technical occupations, compared to 12 percent statewide). Second, New Orleans job openings appeared to pay slightly higher wages than comparable job openings elsewhere in the state. For example, Sales & Related openings in New Orleans offered median wages of \$6.00 per hour; statewide, the same occupational group had median hourly wages of just \$5.50.

## Section II:

### Indicators of Labor Shortages in New Orleans

#### Where are the Labor Shortages in New Orleans?

- The overall occupational vacancy rate in New Orleans was 5.4 percent—slightly higher than the statewide rate of 4.5 percent. The median number of days positions remained unfilled in New Orleans was 60 (compared to the statewide estimate of 30). Overall, turnover adjusted demand (TAD) is 1, so TAD levels above 1 indicate an above average demand for workers that is not due to turnover.
- Taking all the labor shortage indicators together, Healthcare Practitioner & Technical occupations appeared likely to be experiencing worker shortages. This group had the highest number of vacancies, but even more important to consider are the vacancy rate (a staggering 21.8 percent) and the turnover adjusted demand measure (much higher than average at 6.3). New Orleans health care vacancies stayed open twice as long as other vacancies in the area, another strong indication that employers had difficulty finding workers to fill these positions.
- While health care occupations showed the clearest evidence of worker shortages, vacancies appeared to be difficult to fill in other occupations, as well. Installation, Maintenance & Repair occupations, for example, had a higher than average vacancy rate, and turnover adjusted demand for this group was slightly higher than average. These positions stayed open a median of 90 days.

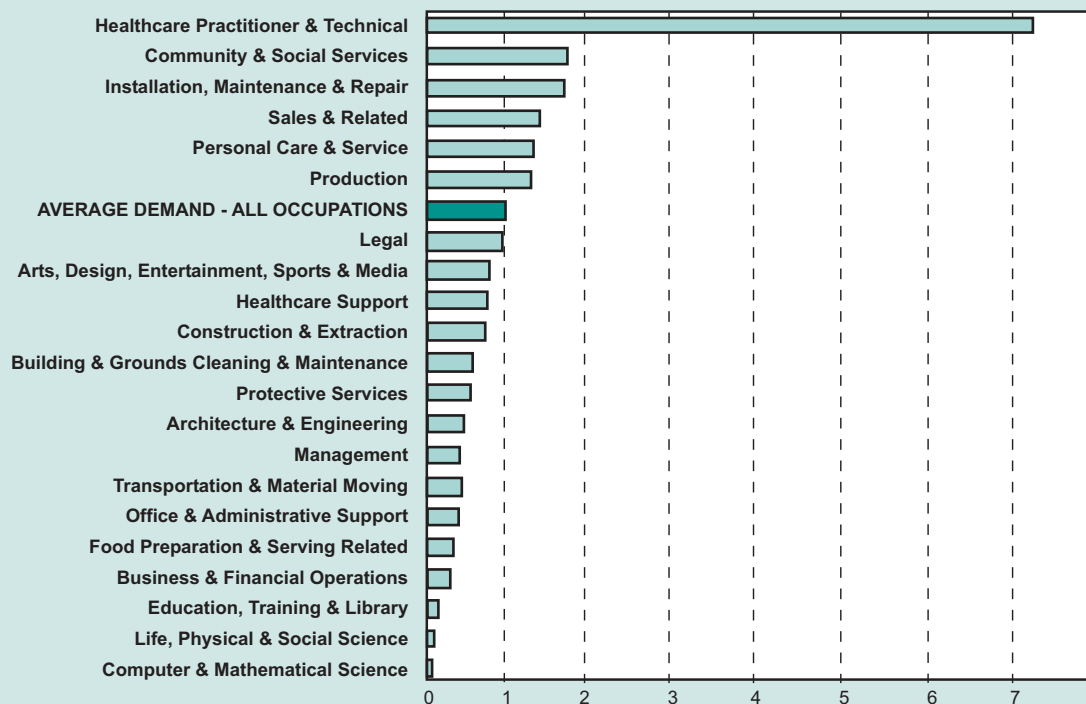
**Table 2.4: Indicators of Labor Shortages by Occupational Group in New Orleans**

Major Occupational Group	Number of Vacancies	Vacancy Rate	Turnover Adjusted Demand	Median Number of Days Position Was Vacant
Healthcare Practitioner & Technical	6,535	21.8%	6.3	180
Sales & Related	6,406	10.4%	1.48	30
Food Preparation & Serving Related	2,518	4.1%	0.34	30
Office & Administrative Support	2,476	2.7%	0.47	28
Production	2,147	6.0%	1.34	60
Installation, Maintenance & Repair	1,638	6.9%	1.74	90
Personal Care & Service	1,561	12.7%	1.37	21
Construction & Extraction	1,539	4.7%	0.71	180
Transportation & Material Moving	1,527	3.4%	0.47	60
Building & Grounds Cleaning & Maintenance	821	3.7%	0.58	30
Healthcare Support	656	4.9%	0.74	180
Management	524	1.3%	0.47	30
Community & Social Services	371	6.3%	1.76	30
Art, Design, Entertainment, Sports & Media	284	4.3%	0.75	NA
Protective Services	233	2.0%	0.53	14
Education, Training & Library	178	0.6%	0.14	0
Business & Financial Operations	170	1.3%	0.28	90
Architecture & Engineering	156	1.6%	0.48	180
Legal	138	4.5%	0.98	30
Computer & Mathematical Science	NA	NA	NA	NA
Life, Physical & Social Science	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	226	NA	NA	7
<b>Total, All Occupations</b>	<b>30,124</b>	<b>5.4%</b>	<b>1</b>	<b>60</b>

### Turnover Adjusted Demand in New Orleans

- Turnover adjusted demand was substantially higher in Healthcare Practitioner & Technical occupations than in all other occupations in New Orleans. Community & Social Service occupations were a distant second, which mirrored statewide trends.
- Again, occupations with many vacancies may not necessarily have high demand once turnover levels have been factored out. Both Food Preparation & Serving Related occupations and Office & Administrative Support occupations had large numbers of vacancies, but both had lower than average turnover adjusted demand.
- Most professional or “white collar” occupations, including Architecture & Engineering, Legal and Computer & Mathematical Science occupations had lower than average turnover adjusted demand.

**Figure 2.4: Turnover Adjusted Demand in Occupational Groups**





# Chapter 3: Baton Rouge Findings

## Section I:

### *A Snapshot of the Job Vacancies in Baton Rouge*

#### ***Vacancies by Industry Group***

- There were an estimated 7,852 vacancies in the Baton Rouge area, and the vacancy rate across all industries was 3.0 percent. Baton Rouge vacancies comprised just over 10 percent of all of the vacancies in Louisiana. The overall median wage in Baton Rouge was \$8.00 per hour—slightly higher than the statewide estimate of \$7.00 per hour.
- Over half of all Baton Rouge vacancies were concentrated in three industry groups: Trade, Transportation & Utilities (with over 2,000 vacancies); Professional & Business Services (with over 1,300 vacancies) and Leisure & Hospitality (with just over 1,100 vacancies).
- Mirroring statewide trends, the Leisure & Hospitality industry had the highest vacancy rate. However, Baton Rouge’s Leisure & Hospitality industry had a vacancy rate that was much lower than that of Louisiana as a whole: 4.4 percent in Baton Rouge compared to 8.5 percent statewide.

**Table 3.1: Baton Rouge Job Vacancies by Industry Group**

Industry	Estimated Number of Vacancies	Estimated Industry Employment	Estimated Vacancy Rate	Estimated Median Hourly Wage Offered
Trade, Transportation & Utilities	2,043	61,411	3.3%	\$6.50
Professional & Business Services	1,367	36,842	3.7%	\$8.00
Leisure & Hospitality	1,141	26,178	4.4%	\$5.25
Education & Health Services	988	52,351	1.9%	\$9.00
Construction	798	32,442	2.5%	\$8.75
Financial Activities	655	16,062	4.1%	\$14.42
Other Services	429	9,931	4.3%	\$10.00
Information	235	5,785	4.1%	NA
Manufacturing	195	22,411	0.9%	\$11.00
Natural Resources & Mining	0	1,657	0.0%	NA
<b>Total, All Industries</b>	<b>7,852</b>	<b>265,070</b>	<b>3.0%</b>	<b>\$8.00</b>

## Vacancies by Occupational Group

- Of the more than 7,800 job vacancies in Baton Rouge, most were full-time and permanent; nearly 80 percent required no more than a high school diploma, and over two-thirds required some previous work experience.
- Over a third of Baton Rouge vacancies were concentrated in two occupational groups: Sales & Related occupations, with 1,783 vacancies, and Construction & Extraction, with 1,086 vacancies.
- Baton Rouge was unique in that it was the only area in which Construction & Extraction occupations made up more than ten percent of all vacancies. Openings in these occupations were entirely for full-time staff. Nearly all openings were for permanent workers, and over 90 percent of the openings required some previous work experience. However, just 18 percent required education beyond a high school degree, and the median hourly wage that employers offered was \$11.50.
- Healthcare Practitioner & Technical occupations, which comprised 12 percent of vacancies statewide, made up a relatively small share of the vacancies in Baton Rouge—just 5.5 percent. These vacancies also paid median wages of just \$13.00 per hour, compared to the \$20.00 per hour statewide estimate. This is likely due to the smaller share of high paying Registered Nurse (RN) openings in Baton Rouge compared to the state. RN openings (not shown in Table 3.2) made up just 32 percent of all Healthcare Practitioner & Technical openings in Baton Rouge, compared to 45 percent statewide.

**Table 3.2: Baton Rouge Job Vacancies by Occupational Group**

Major Occupational Group	Number of Openings	Estimated Employment In Occupational Group	Percent Part-Time	Percent Temporary (Including Seasonal)	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage
Sales & Related	1,783	36,088	26.2%	11.3%	7.7%	55.7%	\$6.00
Construction & Extraction	1,086	27,188	0.0%	3.3%	18.0%	91.2%	\$11.50
Food Preparation & Serving Related	900	24,181	62.7%	10.9%	0.6%	59.8%	\$5.15
Office & Administrative Support	766	42,685	28.9%	7.0%	15.7%	74.8%	\$8.00
Transportation & Material Moving	719	19,088	1.0%	0.0%	2.5%	80.9%	\$10.00
Healthcare Practitioner & Technical	434	13,371	32.7%	8.3%	93.3%	76.3%	\$13.00
Healthcare Support	415	6,102	1.2%	1.2%	35.7%	36.6%	\$6.10
Personal Care & Service	354	5,949	56.5%	0.0%	2.3%	56.2%	\$6.00
Installation, Maintenance & Repair	284	11,815	14.8%	19.7%	27.8%	91.5%	\$10.00
Building & Grounds Cleaning & Maintenance	284	9,630	37.0%	29.6%	0.0%	41.5%	\$6.00
Production	194	15,537	16.5%	4.6%	23.7%	91.2%	\$10.00
Management	185	17,888	1.6%	0.0%	100.0%	100.0%	\$25.00
Business & Financial Operations	145	6,639	0.0%	0.0%	100.0%	97.9%	\$10.00
Community Social Services	94	2,183	0.0%	0.0%	100.0%	100.0%	\$9.62
Education, Training & Library	71	15,700	0.0%	0.0%	100.0%	100.0%	\$13.46
Architecture & Engineering	50	6,250	0.0%	0.0%	100.0%	100.0%	\$17.00
Arts, Design, Entertainment, Sports & Media	38	3,158	78.9%	0.0%	21.1%	100.0%	\$7.00
Protective Services	31	2,747	12.9%	0.0%	0.0%	25.8%	\$6.10
Computer & Mathematical Science	NA	2,946	NA	NA	NA	NA	NA
Life, Physical & Social Science	NA	2,106	NA	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	NA	NA	NA	NA	NA	NA	NA
<b>Total, All Occupations</b>	<b>7,852</b>	<b>273,160</b>	<b>23.2%</b>	<b>7.4%</b>	<b>22.1%</b>	<b>70.3%</b>	<b>\$8.00</b>

### The Booming Baton Rouge Construction Sector

Baton Rouge's strong construction sector is no secret: more than ten percent of all Baton Rouge jobs are located in the construction industry, compared to just six percent statewide. This is reflected in the vacancy survey findings: Baton Rouge is the only region of Louisiana in which Construction & Extraction openings comprised more than ten percent of all vacancies. But what is driving this demand? Which types of construction workers are most needed in the Baton Rouge area?

A more detailed analysis of vacancy data revealed that four occupations comprised more than half of construction vacancies in Baton Rouge. There were an estimated 309 openings for Construction Laborers, 169 openings for Painters, Construction & Maintenance, 121 openings for Electricians, and 116 openings for First-Line Supervisors/Managers of Construction & Extraction Workers.

### Which Jobs Have the Most Vacancies?

- Two sales occupations—Cashiers and Retail Salespersons—had large numbers of openings, and together made up nearly 13 percent of all Baton Rouge vacancies.
- Unlike the state as a whole, Registered Nurses were not among the top five most frequently reported vacancies in Baton Rouge. Indeed, the only health care occupation that was among the top five was a health care support occupation—Nursing Aides, Orderlies & Attendants, with 332 openings.
- There were an estimated 309 openings for Construction Laborers in Baton Rouge. Indeed, Construction Laborers comprised more than one quarter of all Construction & Extraction vacancies.

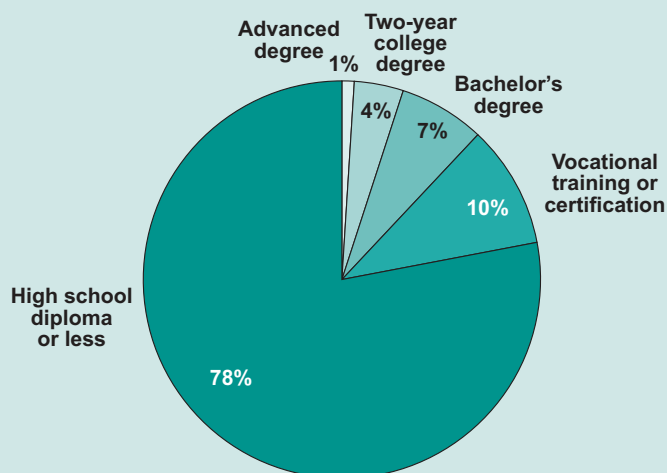
**Table 3.3: Baton Rouge's Top Five Jobs with the Most Vacancies**

Occupation	Number of Vacancies
Cashiers	501
Retail Salespersons	497
Truck Drivers (Heavy & Tractor-Trailer)	415
Nursing Aides, Orderlies & Attendants	332
Construction Laborers	309

### How Much Education Do Baton Rouge Job Vacancies Require?

- Baton Rouge vacancies required slightly less education, on average, than vacancies in Louisiana as a whole. An estimated 78 percent of all Baton Rouge vacancies required no more than a high school degree, compared to 70 percent statewide.
- Just eight percent of Baton Rouge vacancies required a four-year college degree or higher. Seven percent required a bachelor's degree and just one percent required an advanced degree.

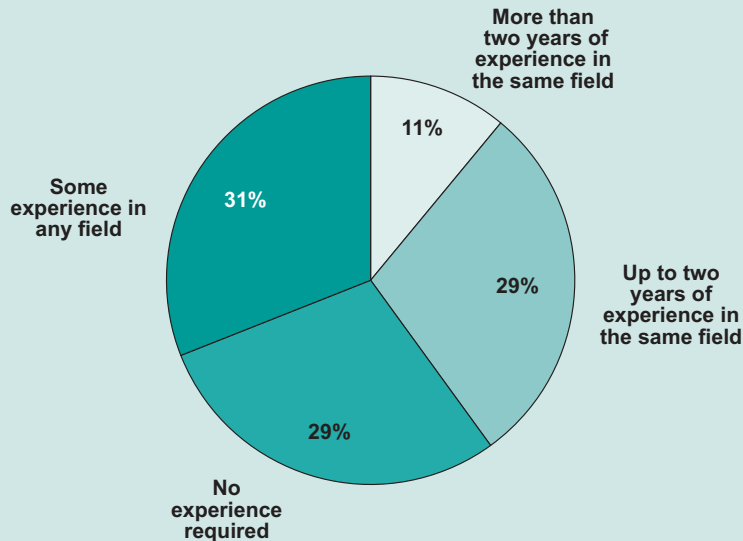
**Figure 3.1: Educational Requirements of Baton Rouge Job Vacancies**



## How Much Experience Do Baton Rouge Job Vacancies Require?

- Seventy-one percent of all Baton Rouge job vacancies required some previous work experience (compared to just 62 percent statewide). Of those, 31 percent required some experience in any field, while 29 percent required up to two years of experience in the same field and 11 percent required over two years of experience in the same field.

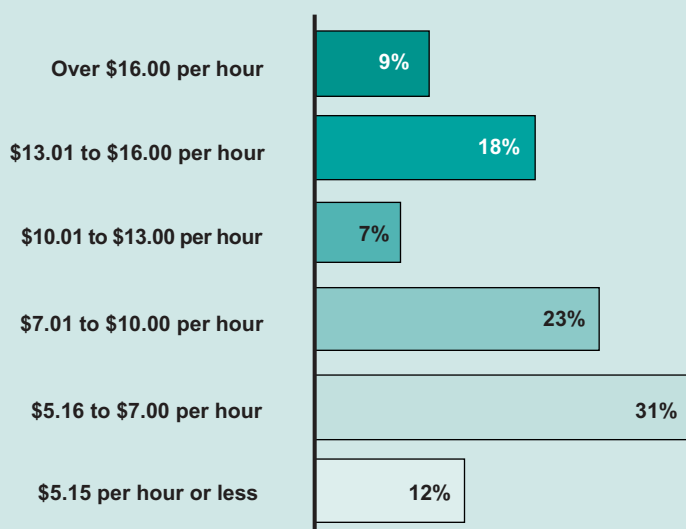
**Figure 3.2: Experience Requirements of Baton Rouge Job Vacancies**



## How Much Do Baton Rouge Job Vacancies Pay?

- Baton Rouge vacancies, on average, paid slightly higher than those in the state as a whole. Forty-three percent of Baton Rouge openings offered starting wages of less than \$7.00 per hour (compared to 52 percent statewide). On the other hand, over one quarter—27 percent—of Baton Rouge openings paid more than \$13.00 per hour (compared to 20 percent statewide).

**Figure 3.3: Wage Levels of Baton Rouge Job Vacancies**



## What About Government Workers?

Approximately one in five jobs in Baton Rouge—as in Louisiana as a whole—is in the government sector. Since that sector comprises 20 percent of all employment, it is important to remember that the results in this report are representative of *private sector employers only*. It is impossible to determine with certainty the total number of vacancies in Louisiana including both private and public sectors. Data from other states, however, may shed light on how many vacancies we might have expected the public sector to generate. Two states—Minnesota and Colorado—routinely conduct vacancy surveys which include the public sector. In the Minneapolis-St. Paul metro region, the public sector comprises approximately 14 percent of all employment and generated about 1.9 percent of all reported vacancies, according to estimates from the most recent vacancy survey conducted by the Minnesota Department of Economic Security. In the Denver metro region, public employment comprised an estimated 14 percent of all employment, but generated approximately seven percent of all vacancies in this area. Assuming government turnover levels do not vary much by region, we would be fairly safe in extrapolating that Baton Rouge's public sector would have generated no more than 7,529 (or 10 percent) of the total number of vacancies.

## Section II:

### Indicators of Labor Shortages in Baton Rouge

#### Where are the Labor Shortages in Baton Rouge?

- The overall occupational vacancy rate in Baton Rouge was 2.9 percent, substantially lower than the statewide rate of 4.5 percent. The median number of days positions remained open in Baton Rouge was 21, also lower than the statewide estimate of 30. Together, these two indicators suggest that vacancies in Baton Rouge were filled more quickly and easily than they were elsewhere in Louisiana. Overall, turnover adjusted demand (TAD) is 1, so TAD levels above 1 indicate an above average demand for workers that is not due to turnover.
- Taking all the labor shortage indicators together, Community & Social Services occupations appeared likely to be experiencing a mild to moderate worker shortage problem. The vacancy rate in this occupational group was above average, as was the turnover adjusted demand. In addition, the median number of days these positions remained open was 180, suggesting that employers had a difficult time finding suitable workers to fill vacancies in this occupational group.
- Health care occupations—including Healthcare Practitioner & Technical and Healthcare Support—also showed some signs of shortages in the Baton Rouge area. Both occupational groups had higher than average turnover adjusted demand and much higher than average vacancy rates. However, vacancies in these groups apparently did not remain open for extremely long periods of time, suggesting that employers may have had an adequate supply of applicants from which to choose.

**Table 3.4: Indicators of Labor Shortages by Occupational Group in Baton Rouge**

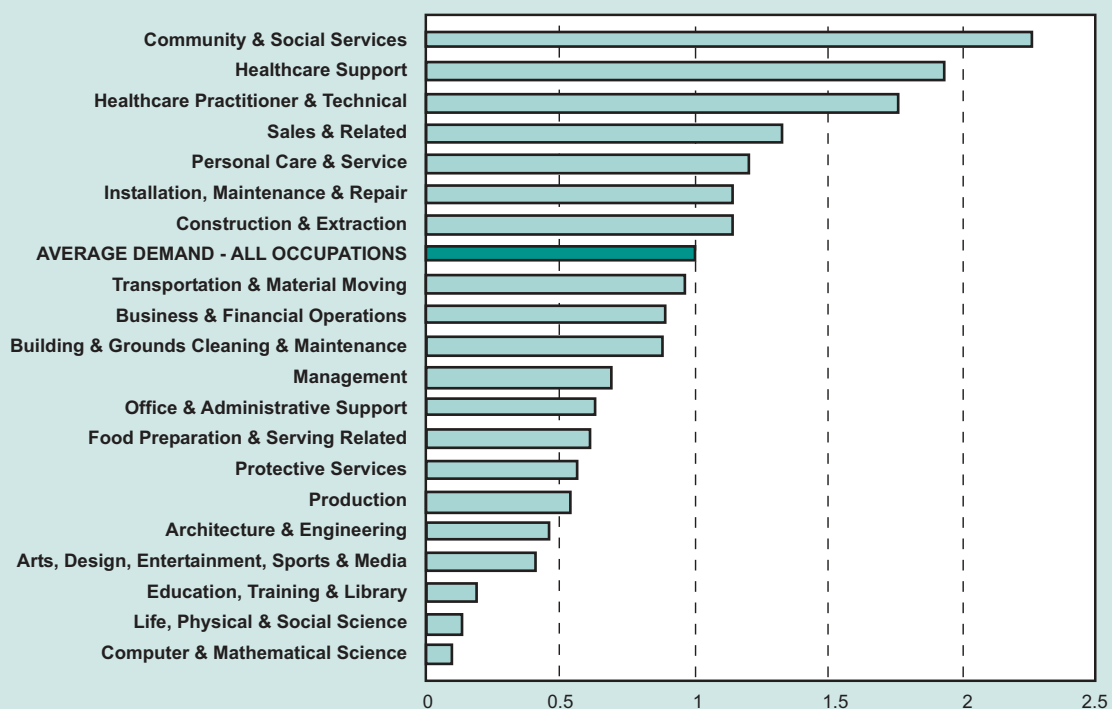
Major Occupational Group	Number of Vacancies	Vacancy Rate	Turnover Adjusted Demand	Median Number of Days Position Was Vacant
Sales & Related	1,783	4.9%	1.32	7
Construction & Extraction	1,086	4.0%	1.14	14
Food Preparation & Serving Related	900	3.7%	0.58	14
Office & Administrative Support	766	1.8%	0.6	21
Transportation & Material Moving	719	3.8%	0.97	60
Healthcare Practitioner & Technical	434	3.3%	1.76	23
Healthcare Support	415	6.8%	1.91	30
Personal Care & Service	354	6.0%	1.2	45
Installation, Maintenance & Repair	284	2.4%	1.14	21
Building & Grounds Cleaning & Maintenance	284	3.0%	0.86	7
Production	194	1.3%	0.52	21
Management	185	1.0%	0.68	21
Business & Financial Operations	145	2.2%	0.87	90
Community & Social Services	94	4.3%	2.27	180
Education, Training & Library	71	0.5%	0.21	NA
Architecture & Engineering	50	0.8%	0.46	NA
Arts, Design, Entertainment, Sports & Media	38	1.2%	0.39	NA
Protective Services	31	1.1%	0.55	7
Computer & Mathematical Science	NA	NA	NA	NA
Life, Physical & Social Science	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	NA	NA	NA	NA
<b>Total, All Occupations</b>	<b>7,852</b>	<b>2.9%</b>	<b>1</b>	<b>21</b>



### Turnover Adjusted Demand in Baton Rouge

- Turnover adjusted demand was highest in the Community & Social Services occupations, although it was not dramatically higher than the average turnover adjusted demand in all occupations (2.27 compared to 1).
- Like Louisiana as a whole, most professional or “white collar” occupations, such as Architecture & Engineering and Computer & Mathematical Sciences had turnover adjusted demand levels that were far below average, suggesting that openings in these occupations were likely *not* due to shortages.

**Figure 3.4: Turnover Adjusted Demand in Occupational Groups in Baton Rouge**



# Chapter 4: Lafayette Findings

## Section I:

### A Snapshot of the Job Vacancies in Lafayette

#### Vacancies by Industry Group

- There were an estimated 4,749 vacancies in the Lafayette area. The Lafayette area vacancies made up just over six percent of all vacancies in Louisiana. The overall vacancy rate across industries was 3.1 percent—substantially lower than the statewide vacancy rate of 4.3 percent. Lafayette’s vacancies, across all industries, paid the same median wage as those in Louisiana as a whole: \$7.00 per hour.
- Nearly 71 percent of all of Lafayette vacancies were concentrated in three industries: Trade, Transportation & Utilities (with 1,206 vacancies); Leisure & Hospitality (with 1,155 vacancies); and Education & Health Services (with 1,003 vacancies).
- Mirroring statewide trends, the lowest paying industry, Leisure & Hospitality, had the highest vacancy rate at 7.9 percent (compared to 8.5 percent statewide). Education & Health Services had the second highest vacancy rate at 3.6 percent.

**Table 4.1: Lafayette Job Vacancies by Industry Group**

Industry	Estimated Number of Vacancies	Estimated Industry Employment	Estimated Vacancy Rate	Estimated Median Hourly Wage Offered
Trade, Transportation & Utilities	1,206	36,839	3.3%	\$6.00
Leisure & Hospitality	1,155	14,573	7.9%	\$5.15
Education & Health Services	1,003	27,782	3.6%	\$10.58
Professional & Business Services	467	16,768	2.8%	\$7.00
Manufacturing	332	12,166	2.7%	\$7.79
Construction	311	9,933	3.1%	\$11.00
Financial Activities	112	9,644	1.2%	\$9.00
Natural Resources & Mining	83	17,328	0.5%	\$15.25
Other Services	79	4046	1.9%	NA
Information	2	2,740	0.1%	NA
<b>Total, All Industries</b>	<b>4,749</b>	<b>151,819</b>	<b>3.1%</b>	<b>\$7.00</b>



## Vacancies by Occupational Group

- Of the nearly 5,000 job vacancies in Lafayette, most were for full-time, permanent workers. Over half of Lafayette vacancies required no more than a high school diploma, but approximately two-thirds required at least some previous work experience.
- Over one-fifth of all vacancies were concentrated in a single occupational group: Food Preparation & Serving Related. Most of these openings were for full-time workers, and while a majority required previous work experience, just 21.8 percent required education beyond a high school degree. These occupations, which include fast food workers, cooks, dishwashers, and wait staff, are among the lowest paying in the Lafayette area: median wages were \$5.15 per hour.
- Sales & Related occupations were the second most frequently reported vacancies; this group had an estimated 581 openings.
- In Lafayette, as in the state as a whole, “blue collar” occupations—such as Transportation & Material Moving, Construction & Extraction, and Production occupations—all had high numbers of vacancies. Together, these three groups accounted for approximately 22 percent of Lafayette openings.
- Although the number of openings for Life, Physical & Social Scientists was relatively small, these occupations made up a much larger share of the openings in Lafayette than they did statewide: 1.3 percent in Lafayette versus one-tenth of one percent statewide.

**Table 4.2: Lafayette Job Vacancies by Occupational Group**

Major Occupational Group	Number of Openings	Estimated Employment In Occupational Group	Percent Part-Time	Percent Temporary (Including Seasonal)	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage
Food Preparation & Serving Related	1,024	11,031	11.6%	0.0%	21.8%	63.5%	\$5.15
Sales & Related	581	18,669	16.9%	0.0%	25.0%	69.5%	\$6.00
Healthcare Practitioner & Technical	564	8,315	6.2%	0.0%	97.2%	43.8%	\$12.00
Office & Administrative Support	449	22,188	22.9%	0.0%	28.5%	81.1%	\$7.00
Transportation & Material Moving	370	13,327	26.2%	6.5%	0.0%	55.1%	\$7.00
Construction & Extraction	360	12,060	0.0%	0.0%	16.7%	98.1%	\$11.50
Production	313	12,620	15.0%	35.8%	17.9%	62.9%	\$7.50
Healthcare Support	176	4,795	21.6%	21.6%	89.8%	63.6%	\$6.00
Installation, Maintenance & Repair	161	9,241	0.0%	0.0%	46.0%	97.5%	\$10.00
Building & Grounds Cleaning & Maintenance	130	3,942	36.9%	0.0%	0.0%	37.7%	\$5.50
Management	120	9,663	0.0%	0.0%	99.2%	99.2%	\$17.31
Personal Care & Service	90	2,706	56.7%	0.0%	42.2%	53.3%	\$6.36
Business & Financial Operations	88	2,514	33.0%	0.0%	43.2%	65.9%	\$16.35
Life, Physical & Social Science	63	577	0.0%	0.0%	69.8%	100.0%	\$10.00
Education, Training & Library	56	8,531	100.0%	0.0%	100.0%	100.0%	\$5.75
Protective Services	52	1,148	15.4%	0.0%	0.0%	0.0%	\$6.00
Arts, Design, Entertainment, Sports & Media	31	946	38.7%	0.0%	74.2%	100.0%	\$8.00
Legal	24	651	0.0%	0.0%	100.0%	100.0%	\$19.23
Computer & Mathematical Science	19	931	0.0%	0.0%	100.0%	100.0%	\$10.58
Architecture & Engineering	18	2,311	0.0%	0.0%	88.9%	83.3%	\$16.83
Farming, Fishing & Forestry	NA	409	NA	NA	NA	NA	NA
Community & Social Services	NA	882	NA	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	38	NA	5.3%	0.0%	18.4%	94.7%	\$32.88
<b>Total, All Occupations</b>	<b>4,749</b>	<b>147,453</b>	<b>15.8%</b>	<b>3.6%</b>	<b>37.7%</b>	<b>67.8%</b>	<b>\$7.00</b>

## Which Jobs Have the Most Vacancies?

- The “top five” occupations made up over one quarter of all Lafayette openings. With the exception of Licensed Practical & Licensed Vocational Nurses, all of these occupations were relatively low paying.
- Three out of the “top five” occupations were food service occupations. Indeed, these three—Combined Food Preparation & Serving Workers, Including Fast Food; Supervisors & Managers of Food Preparation & Serving Workers; and Waiters & Waitresses—together had 768 vacancies, and comprised over 16 percent of all Lafayette openings.

**Table 4.3: Lafayette's Top Five Jobs with the Most Vacancies**

Occupation	Number of Vacancies
Retail Salespersons	318
Combined Food Preparation & Serving Workers, Including Fast Food	303
Supervisors & Managers of Food Preparation & Serving Workers	249
Licensed Practical & Licensed Vocational Nurses	227
Waiters & Waitresses	216

## The Need for Scientists in Lafayette

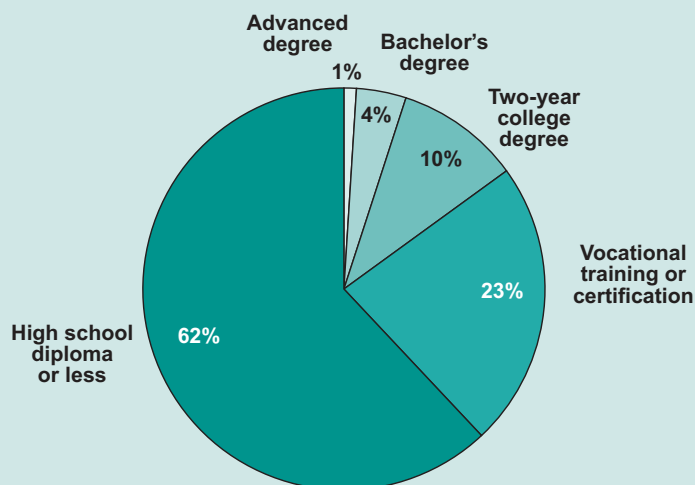
Although the number of vacancies for Life, Physical & Social Scientists was relatively small at just 63, there was some evidence to suggest that this group of professionals was in high demand in Lafayette. Life, Physical & Social Science vacancies had the highest turnover adjusted demand level in Lafayette (see the next page of this report). They also had the highest vacancy rate in the area at over 10 percent. What specific Life, Physical & Social Science specialties are in greatest demand in the region?

A more detailed analysis of vacancy survey data revealed that Life, Physical & Social Science openings in Lafayette are concentrated in just four specific physical science occupations. There were approximately 19 openings for Chemists, 19 openings for Chemical Technicians, 19 for Geological & Petroleum Technicians, and six for Geoscientists, Except Hydrologists & Geographers. All of these occupations paid median hourly wages of \$10.00 or higher.

## How Much Education Do Lafayette Job Vacancies Require?

- In Lafayette, nearly 40 percent of all vacancies required education beyond a high school degree, compared to just 30 percent statewide.
- On the other hand, just five percent of Lafayette vacancies required a college degree or higher. Four percent required a bachelor's degree and one percent required an advanced degree. Nearly one quarter of vacancies required vocational training or certification and one in ten required a two-year college degree.

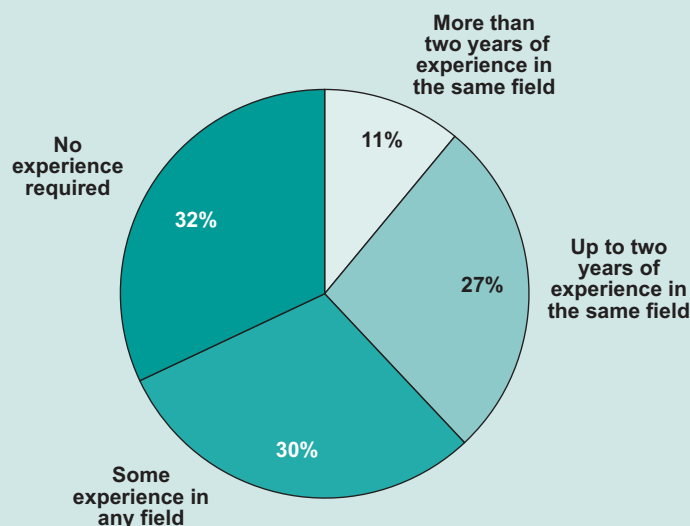
**Figure 4.1: Educational Requirements of Lafayette Job Vacancies**



## How Much Experience Do Lafayette Job Vacancies Require?

- In Lafayette, as in Louisiana as a whole, employers are seeking experienced workers. Just under 70 percent of all openings required at least some previous work experience. An estimated 30 percent of openings required some experience in any field, while over one quarter required up to two years of experience in the same field and 11 percent required over two years of experience in the same field.

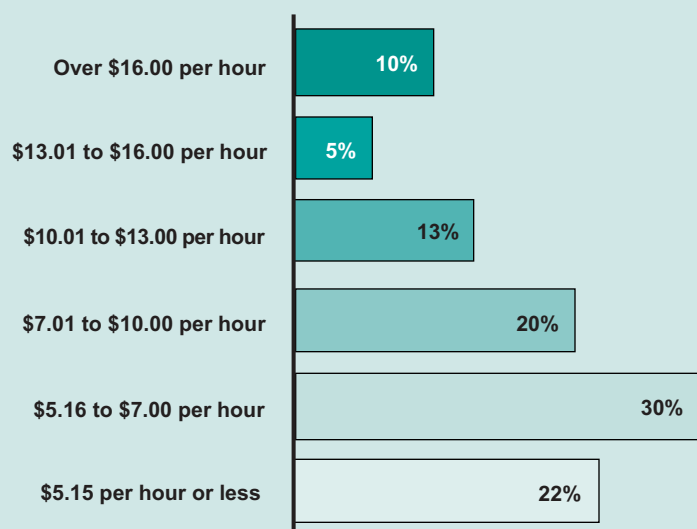
**Figure 4.2: Experience Requirements of Lafayette Job Vacancies**



## How Much Do Lafayette Job Vacancies Pay?

- Exactly the same proportion (52 percent) of Lafayette vacancies as those statewide offered wages of \$7.00 per hour or less. While 22 percent offered wages at or below minimum wage, the largest group of openings were those with wages between \$5.16 and \$7.00 per hour. At the other end of the spectrum, 10 percent of openings offered median wages of over \$16.00 per hour, compared to 14 percent statewide.

**Figure 4.3: Wage Levels of Lafayette Job Vacancies**



## What are “Non-Classifiable” Occupations?

When employers completed their vacancy surveys, they reported the job titles in their firms that currently had vacancies. LDOL analysts then coded each job title, using the standard occupational (SOC) coding scheme. (For more information on this coding scheme, see Appendix C.) In most cases, the corresponding SOC code was obvious; for example, “Registered Nurse,” “Cashier,” “Systems Analyst” and “Welder” are all occupations that have a corresponding SOC code. In a small number of cases, however, employers reported job titles that were too vague or unclear to be coded or classified according to this standard scheme. Some examples of such occupations are “Student Intern,” “Specialist,” “Utility Associate” – none of which have a corresponding SOC code or title. These “uncodeable” occupations were then assigned a code of 00-0000 and are referred to in the report as non-classifiable.

## Section II:

### Indicators of Labor Shortages in Lafayette

#### Where are the Labor Shortages in Lafayette?

- Overall, the vacancy rate in Lafayette was 3.2 percent (lower than the statewide vacancy rate of 4.5 percent). The median number of days vacancies in Lafayette stayed open was 21, also slightly lower than the statewide median of 30. Together, these two indicators suggest that employers in Lafayette had a slightly easier time filling vacancies than employers elsewhere in Louisiana. Overall turnover adjusted demand (TAD) is 1, so TAD levels above 1 indicate an above average demand for workers that is not due to turnover.
- Taking all the shortage indicators together, Healthcare Practitioner & Technical occupations appeared most likely to be experiencing moderate worker shortages. Although this group had just 564 vacancies in Lafayette, the vacancy rate was well above average at 6.8 percent, and turnover adjusted demand was also high at 3.27. Additionally, these vacancies stayed open for a median of 60 days in Lafayette, indicating that employers might have experienced difficulty finding suitable applicants for these positions.
- There was some evidence to suggest that Life, Physical & Social Science occupations may also be experiencing shortages in Lafayette. With just 63 openings, this occupation had a vacancy rate of over 10 percent—and turnover adjusted demand was well above average.

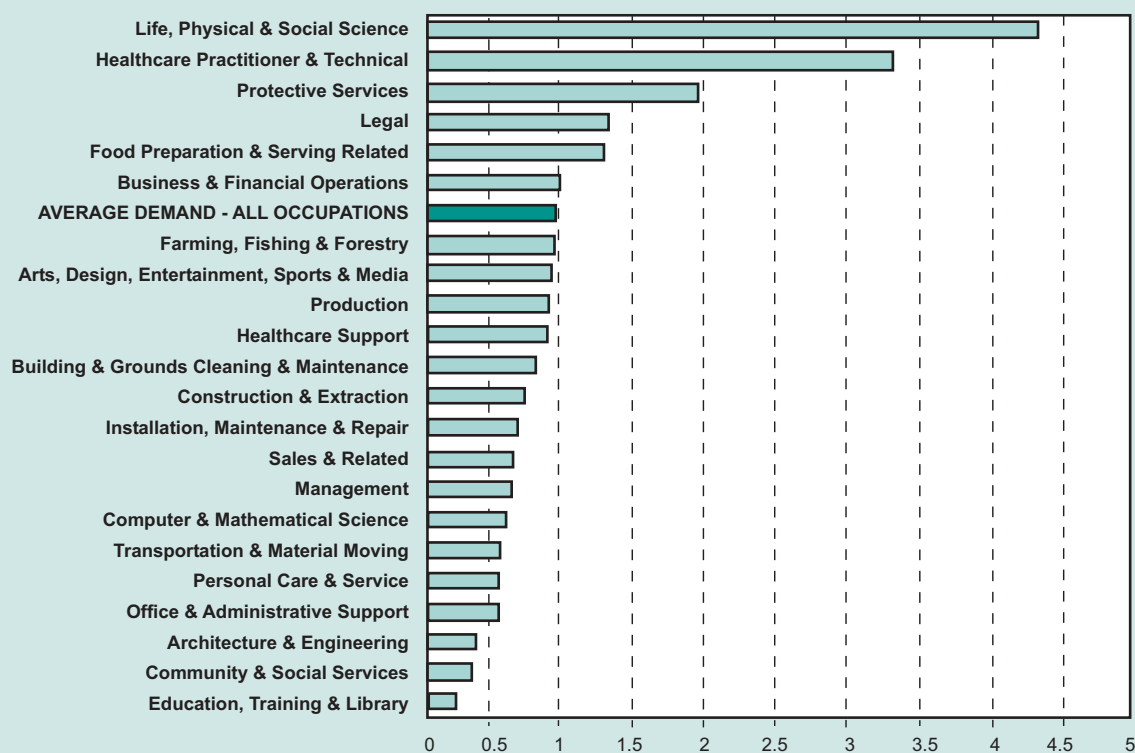
**Table 4.4: Indicators of Labor Shortages by Occupational Group in Lafayette**

Major Occupational Group	Number of Vacancies	Vacancy Rate	Turnover Adjusted Demand	Median Number of Days Position Was Vacant
Food Preparation & Serving Related	1,024	9.3%	1.29	18
Sales & Related	581	3.1%	0.74	14
Healthcare Practitioner & Technical	564	6.8%	3.27	60
Office & Administrative Support	449	2.0%	0.6	10
Transportation & Material Moving	370	2.8%	0.63	28
Construction & Extraction	360	3.0%	0.76	7
Production	313	2.5%	0.93	28
Healthcare Support	176	3.7%	0.92	21
Installation, Maintenance & Repair	161	1.7%	0.74	30
Building & Grounds Cleaning & Maintenance	130	3.3%	0.85	21
Management	120	1.2%	0.73	5
Personal Care & Service	90	3.3%	0.6	7
Business & Financial Operations	88	3.5%	1.24	NA
Life, Physical & Social Science	63	10.9%	4.32	NA
Education, Training & Library	56	0.7%	0.27	NA
Protective Services	52	4.5%	1.98	NA
Arts, Design, Entertainment, Sports & Media	31	3.3%	0.95	NA
Legal	24	3.7%	1.33	NA
Computer & Mathematical Science	19	2.0%	0.7	NA
Architecture & Engineering	18	0.8%	0.4	90
Farming, Fishing & Forestry	NA	NA	NA	NA
Community & Social Services	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	38	NA	NA	NA
<b>Total, All Occupations</b>	<b>4,749</b>	<b>3.2%</b>	<b>1</b>	<b>21</b>

### Turnover Adjusted Demand in Lafayette

- Even with a relatively small number of openings, turnover adjusted demand was highest in the Life, Physical & Social Science occupations. It was also much higher than average in Healthcare Practitioner & Technical occupations.
- The group with the largest number of openings—Food Preparation & Serving Related—had a slightly higher than average turnover adjusted demand level. Most other occupations with many openings (including Sales & Related, Office & Administrative Support, and Transportation & Material Moving) had lower than average turnover adjusted demand levels.
- Lafayette was unique in that certain “white collar” occupational groups (e.g., Business & Financial Operations and Legal occupations) had high turnover adjusted demand levels. Statewide, turnover adjusted demand in most white collar occupations tended to be far below average.

**Figure 4.4: Turnover Adjusted Demand in Occupational Groups in Lafayette**



# Chapter 5: Shreveport Findings

## Section I:

### A Snapshot of the Job Vacancies in Shreveport

#### Vacancies by Industry Group

- There were an estimated 8,512 job vacancies in Shreveport, for an overall vacancy rate of 5.9 percent (compared to the statewide rate of 4.5 percent). Shreveport's vacancies made up just over 11 percent of all the vacancies in Louisiana. The overall starting wage offered by employers was \$5.40 per hour, compared to \$7.00 per hour statewide.
- Nearly three-quarters of Shreveport vacancies were concentrated in two industry groups: Leisure & Hospitality (with over 5,000 vacancies) and Information (with over 1,200 vacancies).
- Both the Leisure & Hospitality and the Information industries had staggeringly high vacancy rates. In the Leisure & Hospitality sector, over one in five jobs was vacant; in the Information sector, more than one in three was vacant at the time of the survey.

Table 5.1: Shreveport Job Vacancies by Industry Group

Industry	Estimated Number of Vacancies	Estimated Industry Employment	Estimated Vacancy Rate	Estimated Median Hourly Wage Offered
Leisure & Hospitality	5,006	22,967	21.8%	\$5.40
Information	1,237	3,355	36.9%	\$5.15
Trade, Transportation & Utilities	553	33,930	1.6%	\$8.00
Education & Health Services	443	29,679	1.5%	\$7.00
Financial Activities	387	7,661	5.0%	NA
Other Services	263	5,417	4.9%	NA
Professional & Business Services	246	14,803	1.7%	\$8.50
Manufacturing	186	14,618	1.3%	\$6.04
Natural Resources & Mining	132	3,356	3.9%	NA
Construction	58	8,895	0.7%	NA
<b>Total, All Industries</b>	<b>8,512</b>	<b>144,681</b>	<b>5.9%</b>	<b>\$5.40</b>

## Vacancies by Occupational Group

- Of the 8,512 job vacancies in Shreveport, most were for full-time, permanent workers; only 11.5 percent of vacancies required more than a high school diploma (compared to nearly 30 percent statewide), and just 34.3 percent required some previous work experience (compared to 61.3 percent statewide).
- **More than half** of Shreveport's vacancies were concentrated in Food Preparation & Serving Related occupations. Statewide, just 16 percent of vacancies were in this occupational group. While one might expect to see many openings in this group due to its high turnover levels, Shreveport clearly had a higher than average share of vacancies in food service occupations. Vacancies in this group paid median wages of \$5.40 per hour—just above minimum wage.
- Shreveport is unique in another respect: it had just 158 openings in Healthcare Practitioner & Technical occupations. While this group comprised about 12 percent of the vacancies in Louisiana as a whole, it comprised under two percent of vacancies in the Shreveport area.
- Shreveport also differed from Louisiana as a whole in that it had a relatively small number of openings—just 324—for Sales & Related workers.
- Like the state as a whole, Shreveport had a relatively large number of openings in “blue collar” occupational groups such as Building & Grounds Cleaning & Maintenance, Installation, Maintenance & Repair, and Production occupations.

**Table 5.2: Shreveport Job Vacancies by Occupational Group**

Major Occupational Group	Number of Openings	Estimated Employment In Occupational Group	Percent Part-Time	Percent Temporary (Including Seasonal)	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage
Food Preparation & Serving Related	4,742	215,163	7.2%	2.0%	0.4%	11.5%	\$5.40
Office & Administrative Support	841	25,040	55.3%	53.7%	7.4%	91.8%	\$7.50
Building & Grounds Cleaning & Maintenance	708	5,994	93.9%	91.0%	0.0%	9.6%	\$5.15
Transportation & Material Moving	355	13,125	7.3%	5.4%	15.8%	89.6%	\$6.00
Sales & Related	324	16,335	22.5%	0.0%	12.3%	45.1%	\$5.50
Installation, Maintenance & Repair	227	7,581	12.3%	6.6%	54.6%	70.9%	\$10.00
Production	171	12,192	0.0%	2.3%	1.2%	46.2%	\$6.04
Construction & Extraction	167	9,071	0.0%	0.0%	72.5%	97.6%	\$9.50
Protective Services	165	2,649	68.5%	57.0%	57.0%	86.7%	\$5.15
Personal Care & Service	162	4,775	3.7%	2.5%	24.7%	32.1%	\$5.65
Healthcare Practitioner & Technical	158	9,840	15.2%	0.0%	95.6%	67.7%	\$18.50
Healthcare Support	119	4,758	0.0%	0.0%	60.5%	44.5%	\$6.50
Arts, Design, Entertainment, Sports & Media	107	926	17.8%	0.0%	41.1%	100.0%	\$9.38
Business & Financial Operations	102	3,591	0.0%	0.0%	46.1%	43.1%	\$11.54
Architecture & Engineering	51	1,305	0.0%	0.0%	100.0%	100.0%	\$12.00
Community & Social Services	45	1,476	0.0%	0.0%	6.7%	100.0%	\$6.50
Management	43	10,630	0.0%	0.0%	76.7%	100.0%	\$21.63
Computer & Mathematical Science	NA	791	NA	NA	NA	NA	NA
Life, Physical & Social Science	NA	364	NA	NA	NA	NA	NA
Education, Training & Library	NA	9,450	NA	NA	NA	NA	NA
Farming, Forestry & Fishing	NA	202	NA	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	NA	NA	NA	NA	NA	NA	NA
<b>Total, All Occupations</b>	<b>8,512</b>	<b>155,844</b>	<b>20.7%</b>	<b>15.6%</b>	<b>11.5%</b>	<b>34.3%</b>	<b>\$5.40</b>



## Why are Shreveport Vacancies Low Paying?

Overall, Shreveport vacancies are the lowest paying in the state. The median hourly wage of all vacancies was estimated at \$5.40, compared to \$7.00 statewide. Even Balance of State vacancies—which include the typically low wage rural areas of Louisiana—pay wages higher than those in the Shreveport area. Why are Shreveport vacancies low paying? The reason is the occupational make-up of Shreveport vacancies.

Shreveport's five casinos drive up the demand for the relatively low paid food service and groundskeeping and maintenance workers. While Food Preparation & Serving Related occupations offered median wages of \$5.40 both statewide and in Shreveport, this group made up just 17 percent of vacancies statewide, but comprised over half of all vacancies in Shreveport. Similarly, low paying Building & Grounds Cleaning & Maintenance vacancies comprised just three percent of vacancies statewide and nearly ten percent of vacancies in Shreveport. The relatively high composition of vacancies among these low paying specialties effectively drives wages down.

On the other hand, Shreveport had a comparatively *small* number of high paying vacancies in professional fields such as Management and Healthcare Practitioner & Technical. For example, Healthcare Practitioner & Technical vacancies made up nearly 17 percent of all openings statewide; they comprised under two percent of vacancies in Shreveport. Management occupations comprised about three percent of vacancies statewide, but under one percent of vacancies in Shreveport.

## Which Jobs Have the Most Vacancies?

- The top five jobs with the most openings in Shreveport made up approximately 63 percent of all vacancies in that area.
- The most commonly reported openings were in food service occupations. There were over 2,400 openings for Supervisors & Managers of Food Preparation & Serving Workers, and over 2,000 openings for Combined Food Preparation & Serving Workers, Including Fast Food. Together, these two jobs made up over half of all openings in Shreveport.
- Building maintenance jobs, including Maids & Housekeeping Cleaners and Janitors & Cleaners were also commonly reported. Openings in these two jobs together totaled 686, or about eight percent of all Shreveport openings.

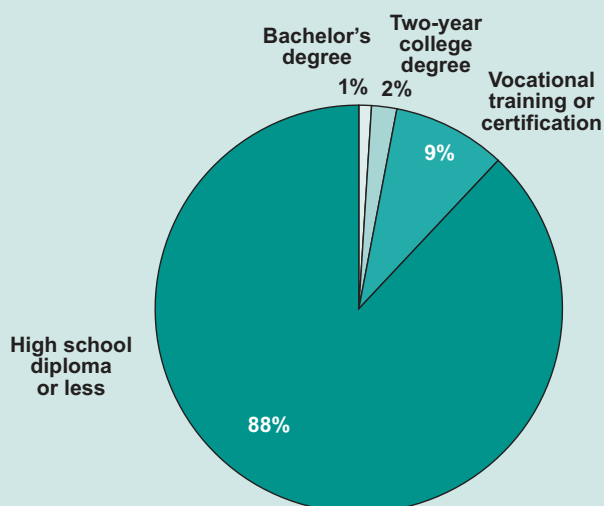
**Table 5.3: Shreveport's Top Five Jobs with the Most Vacancies**

Occupation	Number of Vacancies
Supervisors & Managers of Food Preparation & Serving Workers	2,421
Combined Food Preparation & Serving Workers, Including Fast Food	2,030
Maids & Housekeeping Cleaners	398
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	288
Tellers	224

## How Much Education Do Shreveport Job Vacancies Require?

- In Shreveport, only about 12 percent of all openings required education beyond a high school diploma.
- Nine percent of Shreveport vacancies required vocational training or certification; two percent required a two-year college degree; and one percent required a bachelor's degree. A negligible number of openings required education beyond a four-year college degree.

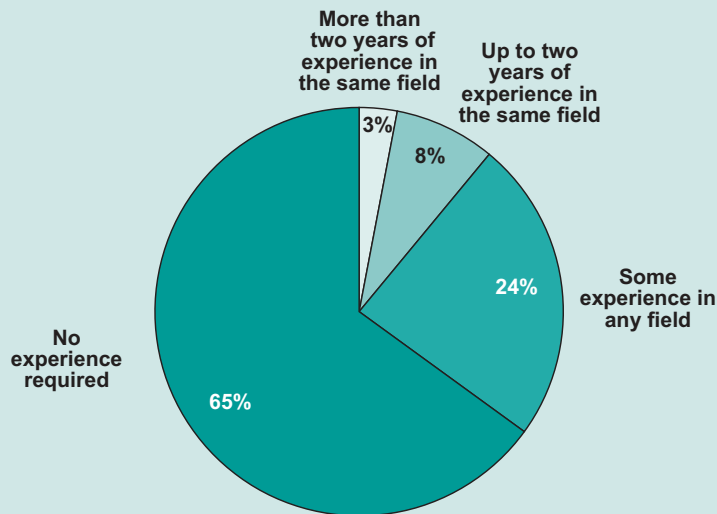
**Figure 5.1: Educational Requirements of Sheveport Job Vacancies**



## How Much Experience Do Shreveport Job Vacancies Require?

- Unlike the state as a whole, most vacancies in Shreveport did not require experience. Approximately 35 percent of vacancies in this area required previous work experience. Nearly one quarter required some experience in any field; eight percent required up to two years in the same field, and just three percent required over two years of experience in the same field.

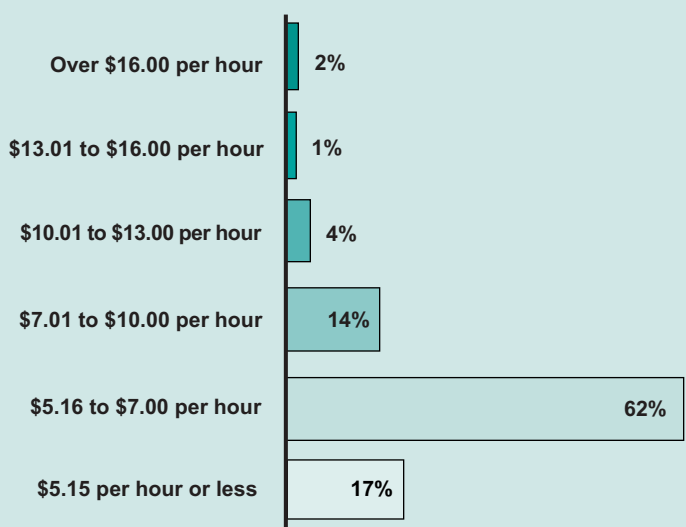
**Figure 5.2: Experience Requirements of Shreveport Job Vacancies**



## How Much Do Shreveport Job Vacancies Pay?

- Nearly 80 percent of all Shreveport vacancies offered starting wages of \$7.00 per hour or less, and 96 percent offered starting wages of \$10.00 per hour or less. The largest group of vacancies offered wages between \$5.16 and \$7.00 per hour. At the other end of the spectrum, just two percent of vacancies offered starting wages of more than \$16.00 per hour.

**Figure 5.3: Wage Levels of Shreveport Job Vacancies**



## Arts, Design, Entertainment, Sports & Media Vacancies—What Are They?

Shreveport was unique in that Arts, Design, Entertainment, Sports & Media vacancies had a higher than average vacancy rate and turnover adjusted demand level. In no other area of the state did this occupational group stand out as being high demand. This group includes a wide variety of artistic and creative specialties, such as fine and performing artists, interior or industrial designers, and television and radio professionals. Which specific workers in this group were in high demand in Shreveport? A more in-depth analysis of the job vacancy results indicates that Graphic Designers were in relatively high demand, with an estimated 35 openings in Shreveport. Floral Designers, Musicians & Singers, and Designers, All Other were also in relatively high demand, with 24, 19, and 17 openings, respectively.

## Section II:

### Indicators of Labor Shortages in Shreveport

#### Where are the Labor Shortages in Shreveport?

- Overall, the occupational vacancy rate in Shreveport was 5.5 percent, just slightly higher than the statewide rate of 4.5 percent. Openings remained vacant in Shreveport for a median of ten days, substantially lower than the statewide estimate of 30. Overall turnover adjusted demand (TAD) is 1, so TAD levels above 1 indicate an above average demand for workers that is not due to turnover.
- While there were several occupational groups in Shreveport with high vacancy rates or TAD measures, there is not enough evidence to suggest that any specific occupational group was experiencing a shortage. Food Preparation & Serving Related occupations had a vacancy rate of over 31 percent—and a higher than average turnover adjusted demand; however, since employers filled these positions after a median of just 14 days, it seems unlikely that this occupation was facing a worker shortage.
- The Arts, Design, Entertainment, Sports & Media occupational group also had a high vacancy rate: over one in ten jobs in this group was vacant at the time of the survey. Turnover adjusted demand was also slightly above average. However, vacancies in this group also tended to be filled rather quickly, which suggests that employers were able to find suitable applicants with relative ease.

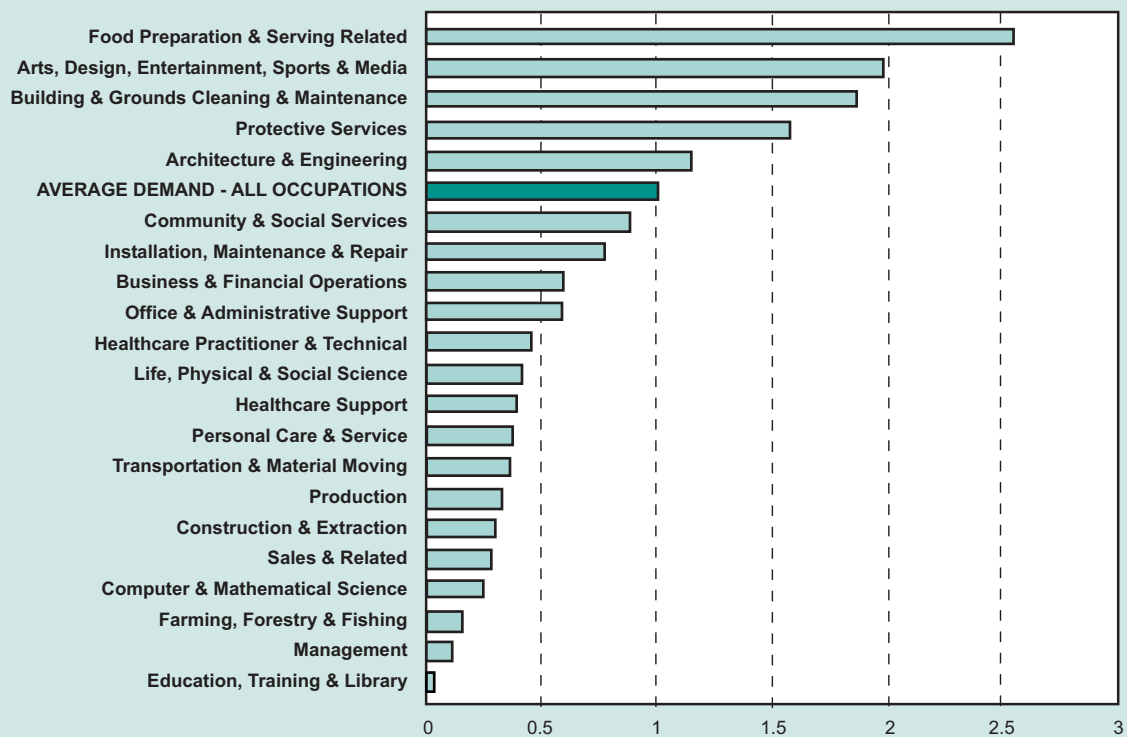
**Table 5.4** Indicators of Labor Shortages by Occupational Group in Shreveport

Major Occupational Group	Number of Vacancies	Vacancy Rate	Turnover Adjusted Demand	Median Number of Days Position Was Vacant
Food Preparation & Serving Related	4,742	31.3%	2.56	14
Office & Administrative Support	841	3.4%	0.59	1
Building & Grounds Cleaning & Maintenance	708	11.8%	1.8	1
Transportation & Material Moving	355	2.7%	0.36	10
Sales & Related	324	2.0%	0.28	28
Installation, Maintenance & Repair	227	3.0%	0.75	21
Production	171	1.4%	0.31	100
Construction & Extraction	167	1.8%	0.28	NA
Protective Services	165	6.2%	1.61	1
Personal Care & Service	162	3.4%	0.36	14
Healthcare Practitioner & Technical	158	1.6%	0.46	30
Healthcare Support	119	2.5%	0.37	21
Arts, Design, Entertainment, Sports & Media	107	11.6%	1.97	14
Business & Financial Operations	102	2.8%	0.59	90
Architecture & Engineering	51	3.9%	1.19	NA
Community & Social Services	45	3.1%	0.84	NA
Management	43	0.4%	0.14	60
Computer & Mathematical Science	NA	NA	NA	NA
Life, Physical & Social Science	NA	NA	NA	NA
Education, Training & Library	NA	NA	NA	NA
Farming, Forestry & Fishing	NA	NA	NA	NA
Other (Non-Classifiable Occupations)	NA	NA	NA	NA
<b>Total, All Occupations</b>	<b>8,512</b>	<b>5.5%</b>	<b>1</b>	<b>10</b>

### Turnover Adjusted Demand in Shreveport

- Turnover adjusted demand was highest in the Food Preparation & Serving Related occupations. This occupational group also had the largest number of openings—it comprised over half of all openings in Shreveport.
- Like Louisiana as a whole, most professional or “white collar” occupations, such as Computer & Mathematical Science and Education, Training & Library occupations had lower than average turnover adjusted demand in the Shreveport area.
- One notable exception was the Architecture & Engineering occupational group (which elsewhere in Louisiana had relatively low turnover adjusted demand). While Shreveport had just 51 Architecture & Engineering openings, this finding indicates that there were more vacancies in this group than just those due to normal turnover alone.

**Figure 5.4: Turnover Adjusted Demand in Occupational Groups in Shreveport**



# Chapter 6: Balance of State Findings

## Section I:

### *A Snapshot of the Job Vacancies in the Balance of State*

#### ***Vacancies by Industry Group***

- There were an estimated 24,053 job vacancies in the Balance of State, for an overall vacancy rate of 4.0 percent—only slightly lower than the statewide vacancy rate of 4.3 percent. The overall median wage offered by employers was \$6.00 per hour (compared to \$7.00 statewide).
- Nearly two-thirds of these openings were concentrated in three industry groups: Trade, Transportation & Utilities (with an estimated 6,640 vacancies); Leisure & Hospitality (with an estimated 5,436 vacancies); and Education & Health Services (with an estimated 3,299 vacancies).
- Like Louisiana as a whole, the Leisure & Hospitality industry had the highest vacancy rate. For every 100 jobs in this industry, ten were vacant.

**Table 6.1: Balance of State Job Vacancies by Industry Group**

Industry	Estimated Number of Vacancies	Estimated Industry Employment	Estimated Vacancy Rate	Estimated Median Hourly Wage Offered
Trade, Transportation & Utilities	6,640	133,791	5.0%	\$5.15
Leisure & Hospitality	5,436	54,296	10.0%	\$5.15
Education & Health Services	3,299	183,405	1.8%	\$7.50
Manufacturing	2,800	68,390	4.1%	\$13.00
Professional & Business Services	2,601	43,557	6.0%	\$12.02
Construction	1,867	44,842	4.2%	\$10.00
Natural Resources & Mining	464	24,852	1.9%	NA
Other Services	445	14,282	3.1%	NA
Financial Activities	428	29,834	1.4%	\$8.75
Information	73	9,755	0.8%	NA
<b>Total, All Industries</b>	<b>24,053</b>	<b>607,544</b>	<b>4.0%</b>	<b>\$6.00</b>

## Vacancies by Occupational Group

- Of the more than 24,000 job vacancies in the Balance of State, most were for full-time, permanent workers. An estimated 27 percent required more than a high school diploma, and just over half of all vacancies required at least some previous work experience.
- Nearly one quarter—23 percent—of openings were in Sales & Related occupations, while Food Preparation & Serving Related occupations comprised almost 14 percent and Production occupations comprised just over ten percent of all vacancies in the Balance of State. The highest paying vacancies were in Management occupations, and the lowest paying were in Sales & Related and Food Preparation & Serving Related occupations.
- Healthcare Practitioner & Technical occupations—a shortage occupation elsewhere—made up just six percent of all job vacancies in the Balance of State. (Recall that statewide, this group comprised over 12 percent of vacancies.) Vacancies in this occupational group also paid lower median wages in the Balance of State (\$14.27 per hour) than they did statewide (\$20.00 per hour).
- Mirroring statewide trends, “blue collar” occupations made up a large share of vacancies. Production occupations, Transportation & Material Moving occupations, Construction & Extraction occupations, and Installation, Maintenance & Repair occupations together comprised one-third of all vacancies in the Balance of State. With the exception of Transportation & Material Moving, these occupations all offered earnings significantly higher than minimum wage.

**Table 6.2: Balance of State Job Vacancies by Occupational Group**

Major Occupational Group	Number of Openings	Estimated Employment In Occupational Group	Percent Part-Time	Percent Temporary (Including Seasonal)	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage
Sales & Related	5,633	56,307	20.1%	1.0%	0.3%	12.8%	\$5.15
Food Preparation & Serving Related	3,303	49,132	37.9%	1.8%	0.0%	30.7%	\$5.15
Production	2,492	52,061	0.1%	0.4%	15.3%	84.5%	\$15.00
Transportation & Material Moving	1,979	54,376	15.5%	0.0%	29.6%	47.5%	\$5.75
Construction & Extraction	1,854	39,498	0.0%	8.7%	12.6%	72.3%	\$10.00
Installation, Maintenance & Repair	1,733	29,688	0.0%	0.0%	25.7%	99.6%	\$9.00
Healthcare Practitioner & Technical	1,467	29,894	19.6%	0.0%	94.8%	35.4%	\$14.27
Education, Training & Library	1,219	41,538	0.0%	0.0%	100.0%	100.0%	NA
Management	1,149	35,118	0.0%	0.0%	98.6%	91.2%	\$16.83
Healthcare Support	811	18,363	15.9%	0.0%	43.4%	46.7%	\$5.75
Personal Care & Service	744	10,829	55.5%	0.0%	16.1%	51.6%	\$5.77
Office & Administrative Support	572	81,277	25.7%	0.3%	11.7%	66.1%	\$7.00
Building & Grounds Cleaning & Maintenance	287	17,275	47.0%	0.0%	4.9%	85.0%	\$6.50
Community & Social Services	239	4,624	2.5%	0.0%	69.9%	97.5%	\$9.62
Computer & Mathematical Science	156	2,791	0.0%	0.0%	61.5%	61.5%	\$13.50
Architectural & Engineering	151	7,672	0.0%	2.6%	92.7%	94.0%	\$16.18
Protective Services	98	4,212	69.4%	0.0%	0.0%	69.4%	\$7.50
Arts, Design, Entertainment, Sports & Media	69	3,117	0.0%	0.0%	100.0%	100.0%	\$8.50
Business & Financial Operations	52	10,808	3.8%	0.0%	86.5%	71.2%	\$19.71
Legal	14	1,828	0.0%	0.0%	100.0%	100.0%	NA
Other (Non-Classifiable Occupations)	28	NA	78.6%	78.6%	0.0%	21.4%	\$11.01
<b>Total, All Occupations</b>	<b>24,053</b>	<b>556,592</b>	<b>16.2%</b>	<b>1.3%</b>	<b>27.0%</b>	<b>52.7%</b>	<b>\$6.00</b>

## What Can “Balance of State” Information Tell Me?

The Balance of State area encompasses all parishes in Louisiana that are not included in the New Orleans, Baton Rouge, Lafayette or Shreveport metropolitan statistical areas (MSAs). Smaller MSAs, including Houma, Lake Charles, Alexandria and Monroe, as well as rural parishes outside of these MSAs all make up the Balance of State. While the Balance of State does *include* all these metropolitan areas, the results are not *representative* of any one MSA or parish within the Balance of State group, and parish or MSA information cannot be “pulled out” or extrapolated from the Balance of State findings, because the results would not be statistically reliable. Thus, simply put, the Balance of State information is representative of the four small MSAs and rural Louisiana.

## Which Jobs Have the Most Vacancies in the Balance of State?

- Cashier was the single most frequently reported job vacancy in the Balance of State region, with an estimated 4,900 vacancies. Cashier openings accounted for approximately 20 percent of all openings in the Balance of State.
- Although Healthcare Practitioner & Technical occupations made up a small share of vacancies, Registered Nurse was still one of the most frequently reported vacancies. There were an estimated 652 openings for Registered Nurses in the Balance of State area.

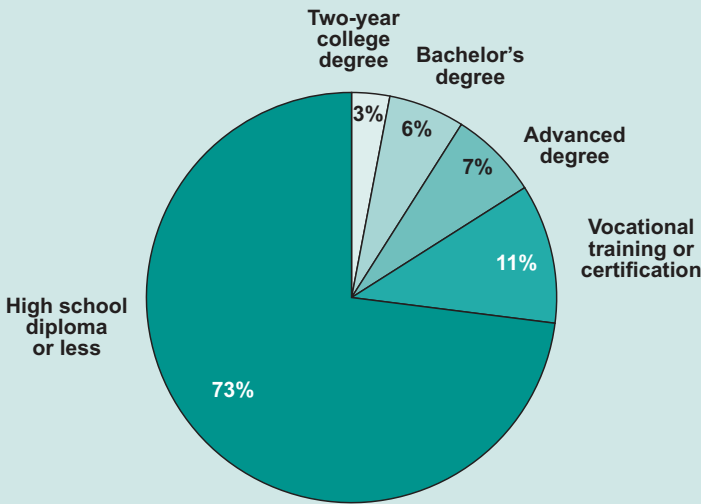
**Table 6.3: The Balance of State’s Top Five Jobs with the Most Vacancies**

Occupation	Number of vacancies
Cashiers	4,900
Waiters & Waitresses	914
Welders, Cutters, Solderers & Brazers	824
Truck Drivers, Light or Delivery Services	741
Registered Nurses	652

## How Much Education Do Balance of State Job Vacancies Require?

- In the Balance of State, approximately 27 percent of all vacancies required education beyond high school.
- An estimated 11 percent of vacancies required vocational training or certification; six percent required a bachelor’s degree, and three percent required a two-year degree. Additionally, the Balance of State had the largest share of openings that required education beyond college—seven percent required an advanced degree.

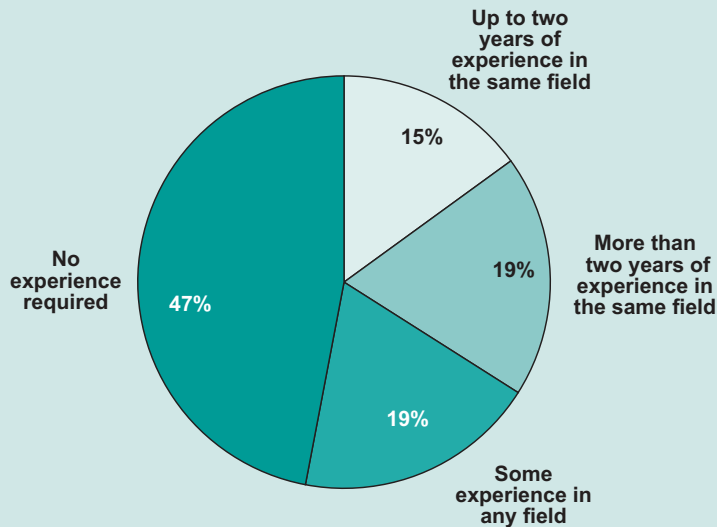
**Figure 6.1: Educational Requirements of Balance of State Job Vacancies**



## How Much Experience Do Balance of State Job Vacancies Require?

- Just slightly over half of all Balance of State vacancies required at least some previous work experience. Approximately 19 percent required some experience in any field; another 19 percent required more than two years of experience in the same field; and 15 percent required up to two years of experience in the same field.

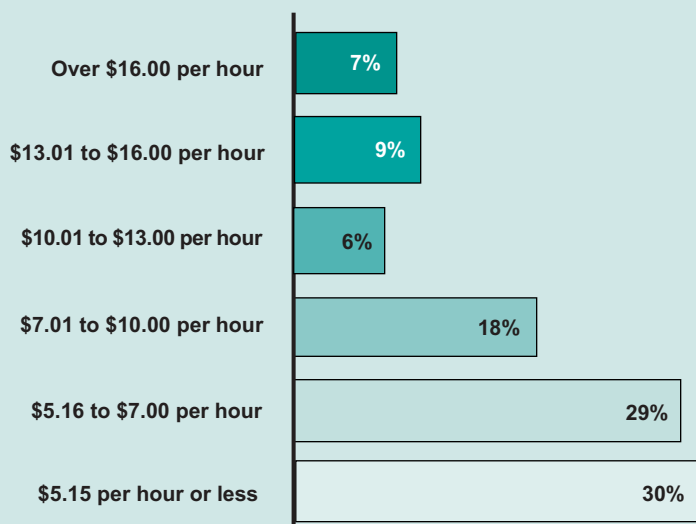
**Figure 6.2: Experience Requirements of Balance of State Job Vacancies**



## How Much Do Balance Of State Job Vacancies Pay?

- Balance of State vacancies paid slightly less than those in Louisiana as a whole. An estimated 59 percent offered wages of \$7.00 per hour or less (compared to 52 percent statewide). The largest group of vacancies offered wages at or below minimum wage. At the other end of the spectrum, approximately seven percent of Balance of State vacancies paid more than \$16.00 per hour (compared to 14 percent statewide).

**Figure 6.3: Wage Levels of Balance of State Job Vacancies**





## Section II:

### Indicators of Labor Shortages in the Balance of State

#### Where are the Labor Shortages in Balance of State?

- Overall, the occupational vacancy rate in the Balance of State was 4.3 percent (compared to 4.5 statewide), and the median number of days positions stayed open was 60 (compared to 30 statewide). Overall turnover adjusted demand (TAD) is 1, so TAD levels above 1 indicate an above average demand for workers that is not due to turnover.
- Taking all the labor shortage indicators together, there is some evidence to suggest that Sales & Related occupations were experiencing worker shortages in the Balance of State areas. This group had over 5,600 vacancies, and a ten percent vacancy rate. Additionally, turnover adjusted demand in Sales & Related occupations was slightly higher than average. But perhaps the strongest indicator is the median number of days these positions remained open: 365.
- Conversely, Food Preparation & Serving Related occupations, which had large numbers of vacancies, showed little if any evidence of shortages in the Balance of State areas. Although the vacancy rate for this group was higher than average at 6.7 percent, turnover adjusted demand was low, and the median number of days positions remained open was just 14.

**Table 6.4** Indicators of Labor Shortages by Occupational Group in the Balance of State

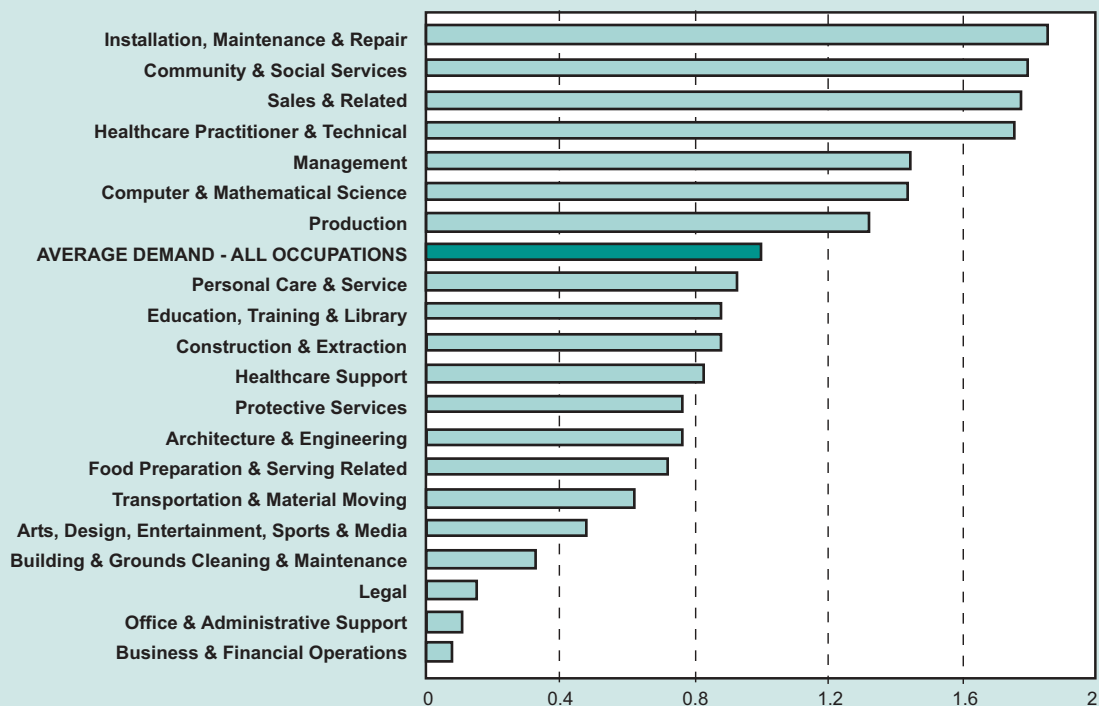
Major Occupational Group	Number of Vacancies	Vacancy Rate	Turnover Adjusted Demand	Median Number of Days Position Was Vacant
Sales & Related	5,633	10.0%	1.78	365
Food Preparation & Serving Related	3,303	6.7%	0.7	14
Production	2,492	4.8%	1.33	60
Transportation & Material Moving	1,979	3.6%	0.62	180
Construction & Extraction	1,854	4.7%	0.89	90
Installation, Maintenance & Repair	1,733	5.8%	1.84	60
Healthcare Practitioner & Technical	1,467	4.9%	1.76	65
Education, Training & Library	1,219	2.9%	0.89	NA
Management	1,149	3.3%	1.44	14
Healthcare Support	811	4.4%	0.82	60
Personal Care & Service	744	6.9%	0.92	120
Office & Administrative Support	572	0.7%	0.16	7
Building & Grounds Cleaning & Maintenance	287	1.7%	0.32	30
Community & Social Services	239	5.2%	1.81	30
Computer & Mathematical Sciences	156	5.6%	1.43	NA
Architectural & Engineering	151	2.0%	0.76	0
Protective Services	98	2.3%	0.76	NA
Arts, Design, Entertainment, Sports & Media	69	2.2%	0.48	NA
Business & Financial Operations	52	0.5%	0.13	9
Legal	14	0.8%	0.21	NA
Other (Non-Classifiable Occupations)	28	NA	NA	NA
<b>Total, All Occupations</b>	<b>24,053</b>	<b>4.3%</b>	<b>1</b>	<b>60</b>



### ***Turnover Adjusted Demand in the Balance of State***

- Turnover adjusted demand was highest in the Installation, Maintenance & Repair occupations, though not dramatically higher than average (1.84 compared to 1). There were a number of occupational groups with TAD measures slightly higher than average, which, in the absence of other evidence, provides a relatively weak indication that a shortage exists.
- As in the state as a whole, many professional occupational groups have very low turnover adjusted demand levels. Business & Financial Operations occupations, Legal occupations, and Architectural & Engineering occupations all had turnover adjusted demand levels that are far below average.

**Figure 6.4: Turnover Adjusted Demand in Occupational Groups**



## Appendix A:

# Employers' Responses to the Open-Ended Question:

***"In trying to fill this position, what is the greatest difficulty you have faced, if any?"***

### Technical Notes

For each opening an employer reported, s/he was asked, "What is the greatest difficulty you have had in filling this position, if any?" The responses to this question shed light on whether employers had problems locating workers, and what the nature of such problems might be. While confidentiality concerns precluded publishing employers' verbatim responses, LDOL analysts reviewed all responses and grouped similar responses together, then re-worded the similar responses into one representative sentence or phrase. This Appendix contains the results by occupational group. It was not possible to summarize these responses by region as well as occupational group; thus, the results here apply only to Louisiana as a whole.

Data shown in this Appendix are unweighted. Percentages may not total to 100% due to rounding error.

### Personal Care & Service Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find someone who is committed to the type of work that we do or who can handle the nature of the work.	8	11.6%
The applicant pool is of poor quality. (Applicants have poor work ethics / cannot pass criminal background checks / once hired, employees are lazy)	6	8.7%
We have had a lack of applicants in general.	6	8.7%
We have been unable to find experienced / trained / qualified applicants.	6	8.7%
There is something about the position that makes it unappealing to applicants. (It has been difficult to find people willing to work the hours / shifts that we need them to work)	6	8.7%
Turnover—keeping people once they have been hired is the biggest problem.	5	7.2%
We have been unable to find applicants who have their own transportation.	3	4.3%
The starting pay that we offer is too low.	3	4.3%
We have not had any problems.	3	4.3%
Some other difficulty mentioned	9	13.0%
No response	14	20.3%
<b>Total</b>	<b>69</b>	<b>99.8%</b>

## Management Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find qualified applicants.	26	26.3%
We have been unable to find applicants with experience. (Either general experience or field-specific experience)	20	20.2%
The applicant pool is of poor quality. (Applicants are irresponsible / applicants have unstable work histories)	4	4.0%
Some aspect of the position is undesirable to applicants. (The pay is low / the position is part-time / the location of work is bad)	4	4.0%
We have been unable to find applicants with education and experience.	2	2.0%
The position is new, has not yet opened, or is on hold.	4	4.0%
Some other difficulty mentioned	6	6.0%
No response	33	33.3%
<b>Total</b>	<b>99</b>	<b>99.8%</b>

## Business & Financial Operations Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find applicants with experience that is specific to this field.	11	21.6%
We have been unable to find qualified applicants in general.	4	7.8%
The applicant pool was deficient in some other way. (No one was properly credentialed / no one met educational requirements / no one had the specific knowledge we seek)	6	11.8%
Some other difficulty mentioned	10	19.6%
No response	20	39.2%
<b>Total</b>	<b>51</b>	<b>100.0%</b>

## Architecture & Engineering Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find applicants with the specific experience required by the position.	11	21.2%
We have been unable to find applicants with experience in general.	2	3.8%
We have been unable to find qualified candidates in general.	10	19.2%
Some aspect of the position is undesirable to applicants. (Travel is required / the pay is low / the work schedule is demanding)	6	11.5%
Some other difficulty mentioned	6	11.5%
No response	17	32.7%
<b>Total</b>	<b>52</b>	<b>99.9%</b>

## Production Occupations

Reported Difficulty	Number of Responses	Percent of Responses
The applicant pool is of poor quality. (Applicants are unreliable / cannot pass a background check or drug test / are unwilling to work hard)	26	18.6%
We have been unable to find applicants with the experience we require.	26	18.6%
We have been unable to find qualified people in general.	15	10.7%
We have been unable to find skilled / trained / educated / licensed workers.	14	10.0%
Something about the position makes it unappealing to applicants. (Graveyard shift / part-time hours / location)	7	5.0%
Some other difficulty mentioned	10	7.1%
No response	42	30.0%
<b>Total</b>	<b>140</b>	<b>100.0%</b>

## Building & Grounds Cleaning & Maintenance Occupations

Reported Difficulty	Number of Responses	Percent of Responses
The applicant pool is of poor quality. (Applicants have poor work ethics / people who have been hired do not show up for work on time)	15	22.0%
We have been unable to find qualified / trained / experienced applicants.	9	13.2%
There is something about the position that makes it unappealing to applicants. (The hours are bad / scheduling is difficult / the timing of the hiring is problematic)	5	7.4%
We have had a lack of applicants in general.	5	7.4%
The position is new; we have not begun the interview process yet.	4	5.9%
Turnover—keeping people once they have been hired is the biggest problem.	4	5.9%
Some other difficulty mentioned	8	11.8%
No response	18	26.5%
<b>Total</b>	<b>68</b>	<b>100.1%</b>

## Legal Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find employees with experience that is applicable to this position.	2	25.0%
There has been a lack of candidates applying for this position.	2	25.0%
There has been a lack of qualified, motivated candidates applying for this position.	1	12.5%
This position is newly opened; we've had no difficulties yet.	1	12.5%
No response	2	25.0%
<b>Total</b>	<b>8</b>	<b>100.0%</b>

## Education, Training & Library Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find applicants with the certification required by this position.	7	33.3%
We have been unable to find the right person for this position.	3	14.3%
There has been a lack of qualified applicants applying for this position.	3	14.3%
The salary for this position is not competitive.	3	14.3%
Some other difficulty mentioned	5	23.8%
<b>Total</b>	<b>21</b>	<b>100.0%</b>

## Arts, Design, Entertainment, Sports & Media Occupations

Reported Difficulty	Number of Responses	Percent of Responses
There is a lack of qualified or talented applicants for this position; the "talent pool" is inadequate.	4	16.7%
Applicants for this position lack the experience we require.	5	20.8%
We have been unable to find applicants with the specific skill or knowledge we require.	2	8.3%
Some other difficulty mentioned	2	8.3%
No response	11	45.8%
<b>Total</b>	<b>24</b>	<b>99.9%</b>

## Healthcare Practitioner & Technical Occupations

Reported Difficulty	Number of Responses	Percent of Responses
There is a shortage of workers in this particular specialty / region of the state.	71	25.8%
We have had no applicants / few applicants / not enough applicants responding to our ad.	35	12.7%
There are too few applicants with the qualifications / training / experience / certification we require.	33	12.0%
No one is available.	15	5.5%
Something about the position is unattractive to applicants. (Low pay / rural location / hours of work required)	14	5.1%
The applicant pool is of poor quality in some way. (Not committed to good service / not reliable)	6	2.2%
The competition in the area is a problem; applicants have too many other opportunities.	3	1.1%
Turnover—keeping people once they have been hired is the biggest problem.	2	0.1%
Some other difficulty mentioned	14	5.1%
No response	82	29.8%
<b>Total</b>	<b>275</b>	<b>99.4%</b>

## Healthcare Support Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We are dissatisfied with the quality of the applicant pool. (Applicants are not dependable / are unwilling to show up for work / do not have good work ethics)	25	26.0%
We have been unable to find qualified / trained / experienced / certified applicants.	19	19.8%
There are too few candidates applying for this position.	12	12.5%
There is a shortage of people in this field / region.	6	6.3%
Turnover—keeping people once they have been hired is the biggest problem.	6	6.3%
There is something about the schedule that makes this position undesirable to applicants. (The hours are bad / the position is temporary or on-call)	6	6.3%
We have had no difficulty in filling this position.	3	3.1%
Some other difficulty mentioned	9	9.4%
No response	10	10.4%
<b>Total</b>	<b>96</b>	<b>100.1%</b>

## Protective Services Occupations

Reported Difficulty	Number of Responses	Percent of Responses
The applicant quality is poor. (Applicants are not dependable / cannot pass a background check / cannot pass a drug screen)	6	19.4%
We have been unable to find qualified applicants.	2	6.5%
The pay rate is too low; we have been unable to find applicants willing to work for the pay we offer.	2	6.5%
We have not had enough candidates apply for the position.	2	6.5%
We have been unable to find applicants with the experience that we require for this position.	2	6.5%
Some other difficulty mentioned	6	19.4%
No response	11	35.5%
<b>Total</b>	<b>31</b>	<b>100.3%</b>

## Installation, Maintenance & Repair Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find applicants with the specific experience / training / skill / certification that we are seeking.	30	23.6%
We have been unable to find qualified applicants in general.	19	15.0%
The applicant pool is of poor quality. (Applicants have bad driving records / are unreliable / are not willing to work)	18	14.2%
We have had a lack of applicants in general.	16	12.6%
There is something about the position that makes it unappealing to applicants. (The pay rate is too low / travel is required / the hours are bad / the work is offshore)	8	6.3%
Some other difficulty mentioned	13	10.2%
No response	23	18.1%
<b>Total</b>	<b>127</b>	<b>100.0%</b>

## Food Preparation & Serving Related Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We are looking for some quality or attribute that we are not finding in our applicants. (Outgoing personality / dedicated / hardworking / motivated / mature-minded workers)	26	10.6%
We are dissatisfied with the quality of the applicant pool. (Applicants are irresponsible / unreliable / lack integrity / are lazy / are poor quality in general)	36	14.6%
We have been unable to find applicants with the experience that we require for the position.	14	5.7%
We have been unable to find applicants who are qualified for the position in general.	16	6.5%
There is something about the position that makes it unappealing to applicants. (The hours are bad / the work is part-time / the work involves weekend shifts / the pay is low)	12	4.9%
People are unwilling to work once they have been hired.	5	2.0%
There have simply not been enough candidates applying for the position / there has been no response to our ad.	9	3.7%
Turnover—keeping people once they have been hired is the biggest problem.	8	3.3%
We have not had any problems filling the position.	12	4.9%
Some other difficulty mentioned	16	6.5%
No response	92	37.4%
<b>Total</b>	<b>246</b>	<b>100.1%</b>

## Community & Social Services Occupations

Reported Difficulty	Number of Responses	Percent of Responses
Some aspect of the position is undesirable to applicants. (The position requires odd hours / the position is temporary / the position involves shift work)	7	21.2%
We have been unable to find applicants with the appropriate credentials for this position.	4	12.1%
We have been unable to find applicants with the appropriate credentials who are willing to work at the salary we offer.	3	9.0%
This is a challenging position and few applicants are interested in doing this job.	3	9.0%
Some other difficulty mentioned	9	27.3%
No response	7	21.2%
<b>Total</b>	<b>33</b>	<b>99.8%</b>

## Computer & Mathematical Science Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find qualified applicants.	5	35.7%
We have been unable to find a candidate with the appropriate levels of specific skills, abilities, and/or experience.	4	28.6%
Some other difficulty mentioned	2	14.3%
No response	3	21.4%
<b>Total</b>	<b>14</b>	<b>100.0%</b>



## Transportation & Material Moving Occupations

Reported Difficulty	Number of Responses	Percent of Responses
The applicant pool is of poor quality. (Applicants are not sincere about working / have poor driving records / are not dedicated / once hired, employees do not show up for work each day)	42	26.1%
We have been unable to find experienced applicants.	17	10.6%
We have been unable to find qualified applicants in general.	14	8.7%
Applicants do not have the appropriate license or certification (e.g., CDL).	12	7.5%
There is something about the position that makes it unappealing to applicants. (The pay is too low / the hours are bad / the location is bad / the nature of the job is unattractive)	11	6.8%
We have had a lack of applicants in general.	7	4.3%
Turnover—keeping workers once they have been hired is the biggest problem.	6	3.7%
There is a shortage of workers in this industry.	3	1.9%
We have not had any problems filling this position.	2	1.2%
Some other difficulty mentioned	15	9.9%
No response	32	19.9%
<b>Total</b>	<b>161</b>	<b>100.6%</b>

## Farming, Fishing & Forestry Occupations

Reported Difficulty	Number of Responses	Percent of Responses
It has been difficult to find someone because there is a limited number of people in this field.	1	33.3%
We have been unable to find someone with the right skills / experience.	2	66.7%
No response	0	0.0%
<b>Total</b>	<b>3</b>	<b>100.0%</b>

## Sales & Related Occupations

Reported Difficulty	Number of Responses	Percent of Responses
The applicant pool is of poor quality. (Applicants fail drug tests / are unreliable or untrustworthy / once they are hired, employees do not work hard)	52	24.2%
We have been unable to find qualified / experienced applicants.	38	17.7%
We have had a hard time finding someone to fill the work hours / shifts needed.	19	8.8%
The salary we offer is too low / is undesirable to applicants.	6	2.8%
We have had a lack of applicants in general.	12	5.6%
Turnover—keeping people once they have been hired is the biggest problem.	4	1.9%
We have been unable to “get the right person for the job.”	3	1.4%
We have not had any problems.	6	2.8%
Some other difficulty mentioned	29	13.5%
No response	46	21.4%
<b>Total</b>	<b>215</b>	<b>100.1%</b>

## Office & Administrative Support Occupations

Reported Difficulty	Number of Responses	Percent of Responses
The applicant pool is of poor quality. (Applicants are unreliable or unprofessional / are unable to pass basic competency exams / have poor references / once hired, employees don't show up for work on time)	44	19.1%
We have been unable to find experienced / trained applicants.	27	11.7%
We have been unable to find qualified applicants in general.	20	8.7%
We have been unable to find applicants who can work the hours that we need them to work.	13	5.7%
The applicants lack some specific skill or attribute that we require. (Computer skill / customer service skill / sales skills)	15	6.5%
We have had a lack of applicants in general.	7	3.0%
The position has not been open long enough to pinpoint a specific problem.	6	2.6%
Turnover—keeping people once they have been hired is the biggest problem.	4	1.7%
We have not had any problems.	8	3.5%
Some other difficulty mentioned	12	5.2%
No response	74	32.2%
<b>Total</b>	<b>230</b>	<b>99.9%</b>

## Life, Physical & Social Science Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find qualified applicants.	5	50.0%
We have been unable to find quality applicants.	1	10.0%
We have been unable to find experienced applicants.	1	10.0%
Some other difficulty mentioned	1	10.0%
No response	2	20.0%
<b>Total</b>	<b>10</b>	<b>100.0%</b>

## Construction & Extraction Occupations

Reported Difficulty	Number of Responses	Percent of Responses
We have been unable to find experienced / qualified workers.	33	30.6%
The quality of applicants is poor.	25	23.1%
We have had a lack of applicants in general.	4	3.7%
"Availability."	2	1.9%
We have not had problems filling the position.	2	1.9%
Some other difficulty mentioned.	13	12.0%
No response	29	26.9%
<b>Total</b>	<b>108</b>	<b>100.1%</b>

## Appendix B:

# Summary of the Survey Methodology\*

### The Sample

The 2002 Job Vacancy Survey was based on a random sample of Louisiana business establishments covered by Louisiana's unemployment insurance (UI) tax laws. This sample excludes certain types of establishments: small businesses with self-employed owners and some non-profit and religious organizations which are not covered by UI tax laws. In addition, the sample is **limited to private employers only**. The vacancies reported in this study do not include openings with any federal, state, or local government entities in Louisiana. In areas with large concentrations of public employment, such as the state capital of Baton Rouge, the total number of job vacancies is likely to be underestimated in this report.

The sample was selected by the Bureau of Labor Statistics from the first quarter 2001 LDOL Covered Employment and Wage (ES-202) program database. Before sampling, the population was stratified as follows:

Firm Size	Region	Industry
<b>Very small firms</b> (1 to 4 employees)	<b>Baton Rouge metro area</b> (Ascension, East Baton Rouge, Livingston and West Baton Rouge parishes)	Natural Resources & Mining
<b>Small firms</b> (5 to 49 employees)	<b>New Orleans metro area</b> (Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. James, St. John and St. Tammany parishes)	Construction
<b>Medium firms</b> (50 to 249 employees)	<b>Lafayette metro area</b> (Acadia, Lafayette, St. Martin and St. Landry parishes)	Manufacturing
<b>Large firms</b> (250 or more employees)	<b>Shreveport metro area</b> (Bossier, Caddo and Webster parishes)	Trade, Transportation & Utilities
	<b>Balance of State</b> (all other parishes)	Information
		Financial Activities
		Professional & Business Services
		Education & Health Services
		Leisure & Hospitality
		Other Services

A single sample stratum, then, was a particular size firm in a particular industry in a particular area. Very small manufacturing firms in Baton Rouge, for example, constitute one stratum. Selecting the respondents in this way ensured that the resulting sample was representative of the population of private business establishments in each of the five defined areas and statewide.

\*This Appendix contains basic methodological information on the 2002 Job Vacancy Survey. For more details, you may contact LDOL's Research and Statistics Division at (225) 342-3141.

### ***The Survey Timeline***

LDOL received the sample in November of 2001 and began address refinement in December of 2001. Pre-survey notification postcards were mailed to establishments in mid-February, 2002. In mid-March, the first survey was mailed. During April and May, two follow-up surveys were mailed and reminder phone calls were made to non-respondents. Additionally, in the New Orleans area, LDOL Business Service Representatives made personal visits to some non-respondents in order to elicit their responses to the survey. Data collection ended on July 1, 2002.

A total of 3,780 establishments responded to the survey, for an overall response rate of 49.1 percent—a respectable response rate for mail surveys. The regional response rates were 52.4, 43.2, 50.3, 48.3, and 49.2 percent for New Orleans, Baton Rouge, Lafayette, Shreveport and the balance of state, respectively.

### ***The Survey Instrument***

The survey instrument represents a departure from those used by many other states. The majority of states who conduct vacancy surveys use a one-page, matrix-style instrument, which has the advantage of being short but which has certain other disadvantages. LDOL designed a longer, booklet-style survey which, while appearing longer, was more intuitive and reduced respondent burden by making questions clearer and easier to answer. Informal observation of the performance of these questions suggests that respondents had no discernable systematic problems with question interpretation. The next two pages of Appendix B provide sample pages from the 2002 Louisiana Job Vacancy Survey.

# 2002 Louisiana Job Vacancy Survey

## Directions

- Please direct this survey to the manager or human resource professional who is responsible for hiring or recruitment at your firm.
- You may return the survey in the envelope provided, or you may fax it to (225) 342-9192. If you have any questions, please call Teri Fritsma at (225) 219-9407 or Alex Levy at (225) 219-7761. Or, visit our Web site [www.LAWORKS.net/VacancyFAQ.asp](http://www.LAWORKS.net/VacancyFAQ.asp)
- Start by filling out the section below: →



## Start Here

1. Who is responding to this survey?

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Phone Number: \_\_\_\_\_

2. How many employees work at this location?

\_\_\_\_\_ Number of employees

3. Do you currently have any vacancies at your firm? (When reporting on job vacancies, please consider only the openings that you plan to fill. If your firm has more than one location, please consider only the location where you work.)

☐ Yes, we currently have vacancies.

☐ No, we have no vacancies.

Please turn the page, and complete the rest of the survey. You may not need all the space provided. →

Please return the survey in the envelope provided. You may also fax this page to (225) 342-9192, or notify us by phone at (225) 219-9407.



LOUISIANA WORKS  
DEPARTMENT OF LABOR

[www.LAWORKS.net](http://www.LAWORKS.net)

- We need your response even if you have no vacancies.
- No data identifying individual firms will be published or released. Thank you very much for your participation.

## Job Title #1

1. Please write the title of a position that is currently open in your firm. (If your firm has more than one location, consider only the location where you work.)  
\_\_\_\_\_
2. For this job title, how many vacancies do you have now?  
\_\_\_\_\_ Number of current vacancies
3. How long has this position been vacant? (If there are multiple vacancies, report for the oldest one.)  
\_\_\_\_\_ Number of: days / weeks / months (please circle)
4. Is this a full-time or part-time position? (If there are multiple vacancies, report for the one that best represents this job title in your firm.)  
☐ Full-time (35+ hours per week)  
☐ Part-time (1-34 hours per week)  
☐ We would accept either full-time or part-time staff.
5. Is this a permanent or temporary position? (If there are multiple vacancies, report for the one that best represents this job title in your firm.)  
☐ Permanent (6 or more months)  
☐ Temporary (Under 6 months) Go to Question 5b.  
☐ We would accept either permanent or temporary staff.  
► 5b. (If temporary) Is this a seasonal position?  
☐ Yes (Staff is hired only at certain times of the year)  
☐ No (Staff is hired at any time of year)
6. What education level do you require for this position?  
☐ High school degree or less  
☐ Vocational training or certification  
☐ 2-Year college degree  
☐ Bachelor's degree  
☐ Advanced degree
7. How much work experience do you require for this position?  
☐ No work experience  
☐ Some work experience in any field  
☐ Up to 2 years of experience in the same field  
☐ More than 2 years of experience in the same field
8. What is the starting wage for this position? (If there is a range, please estimate a typical starting wage.)  
\$ \_\_\_\_\_ per: hour / week / month / year (please circle)
9. In trying to fill this position, what is the greatest difficulty you have faced, if any?  
\_\_\_\_\_

## Job Title #2

1. If applicable, write the title of another position that is currently open in your firm. (If your firm has more than one location, consider only the location where you work.)  
\_\_\_\_\_
2. For this job title, how many vacancies do you have now?  
\_\_\_\_\_ Number of current vacancies
3. How long has this position been vacant? (If there are multiple vacancies, report for the oldest one.)  
\_\_\_\_\_ Number of: days / weeks / months (please circle)
4. Is this a full-time or part-time position? (If there are multiple vacancies, report for the one that best represents this job title in your firm.)  
☐ Full-time (35+ hours per week)  
☐ Part-time (1-34 hours per week)  
☐ We would accept either full-time or part-time staff.
5. Is this a permanent or temporary position? (If there are multiple vacancies, report for the one that best represents this job title in your firm.)  
☐ Permanent (6 or more months)  
☐ Temporary (Under 6 months) Go to Question 5b.  
☐ We would accept either permanent or temporary staff.  
► 5b. (If temporary) Is this a seasonal position?  
☐ Yes (Staff is hired only at certain times of year)  
☐ No (Staff is hired at any time of year)
6. What education level do you require for this position?  
☐ High school degree or less  
☐ Vocational training or certification  
☐ 2-Year college degree  
☐ Bachelor's degree  
☐ Advanced degree
7. How much work experience do you require for this position?  
☐ No work experience  
☐ Some work experience in any field  
☐ Up to 2 years of experience in the same field  
☐ More than 2 years of experience in the same field
8. What is the starting wage for this position? (If there is a range, please estimate a typical starting wage.)  
\$ \_\_\_\_\_ per: hour / week / month / year (please circle)
9. In trying to fill this position, what is the greatest difficulty you have faced, if any?  
\_\_\_\_\_

## Appendix C:

# Definition of Occupational Groups

Twenty-two major occupational groupings defined by the Standard Occupational Classification (SOC) System are represented in the 2002 Louisiana Job Vacancy Survey. Examples of occupations for each major occupational group include the following:

Major Occupational Group	Sample Occupations
<b>Management</b>	Financial Managers, Marketing & Sales Managers, Funeral Directors, and Education Administrators.
<b>Business &amp; Financial Operations</b>	Accountants, Human Resource Specialists, Actuaries, Mathematicians, and Computer Specialists.
<b>Computer &amp; Mathematical</b>	Computer Programmers, Software Engineers, and Electrical Engineers.
<b>Architecture &amp; Engineering</b>	Architects, Surveyors, Chemical Engineers, Electrical Engineers, and Drafters.
<b>Life, Physical &amp; Social Science</b>	Animal Scientists, Biologists, Astronomers, Chemists, Sociologists, and Market Survey Analysts.
<b>Community &amp; Social Services</b>	Marriage and Family Therapists, Social Workers, Health Educators, Clergy, and Religious Workers
<b>Legal</b>	Lawyers, Judges, Paralegal & Legal Assistants, Court Reporters & Title Examiners, and Abstractors.
<b>Education, Training &amp; Library</b>	Post-Secondary Teachers, Special Education Teachers, Librarians, and Teaching Assistants.
<b>Art, Design, Entertainment, Sports &amp; Media</b>	Fine Artists, Actors, Producers & Directors, Coaches, Public Relations Specialists, and Radio Operators.
<b>Healthcare Practitioners &amp; Technical</b>	Dentists, Physicians, Registered Nurses, Occupational Therapists, Paramedics, and Surgical Technologists.
<b>Healthcare Support</b>	Home Health Aides, Massage Therapists, Dental Assistants, Medical Transcriptionists, and Pharmacy Aides.
<b>Protective Service</b>	Fire Fighters, Detectives, Fish & Game Wardens, Animal Control Workers, and Security Guards.
<b>Food Preparation &amp; Serving Related</b>	Food Preparation Managers, Cooks, Food Preparation Workers, Bartenders, Waiters & Waitresses.
<b>Building &amp; Grounds Cleaning &amp; Maintenance</b>	Building & Maintenance Managers, Janitors, Housekeeping Cleaners, and Pest Control Workers.
<b>Personal Care &amp; Service</b>	Animal Trainers, Ushers, Barbers, Flight Attendants, and Child Care Workers.
<b>Sales &amp; Related</b>	Cashiers, Retail Salespersons, Insurance Sales Agents, Models, Real Estate Agents, and Travel Agents.
<b>Office &amp; Administrative Support</b>	Office Managers, Bill & Account Collectors, Tellers, Customer Service Representatives, and Secretaries.
<b>Farming, Fishing &amp; Forestry</b>	Farmers, Animal Breeders, Agricultural Inspectors, and Forest & Conservation Workers.
<b>Construction &amp; Extraction</b>	Carpenters, Construction Laborers, Electricians, Pipelayers, and Highway & Maintenance Workers.
<b>Installation, Maintenance &amp; Repair</b>	Radio Mechanics, Automotive Service Technicians & Mechanics, Motorcycle Mechanics, and Millwrights.
<b>Production</b>	Bakers, Butchers & Meat Cutters, Machinists, Foundry Mold & Coremakers, and Tool Grinders.
<b>Transportation &amp; Material Moving</b>	Airline Pilots, Bus Drivers, Truck Drivers, Parking Lot Attendants, and Crane & Tower Operators.



# Job Vacancy Survey Customer Feedback Questionnaire

As always, the Louisiana Department of Labor strives to improve its products in order to better meet the needs of its customers and clientele. To do this, we need your input.

**Please take a moment to answer the questions below and fax this page to (225) 342-9192. Your suggestions count!**

What information in this report did you find **most** useful?

What information in this report did you find **least** useful?

What changes would make this publication more useful or informative to you? (Consider all aspects of the report, including writing, organization, design, publication format, and the information in the report.)

How will you use the information in this report? (Please be as specific as possible.)

**Please fax this page to (225) 342-9192. Thank you for helping us improve our products and services.**





